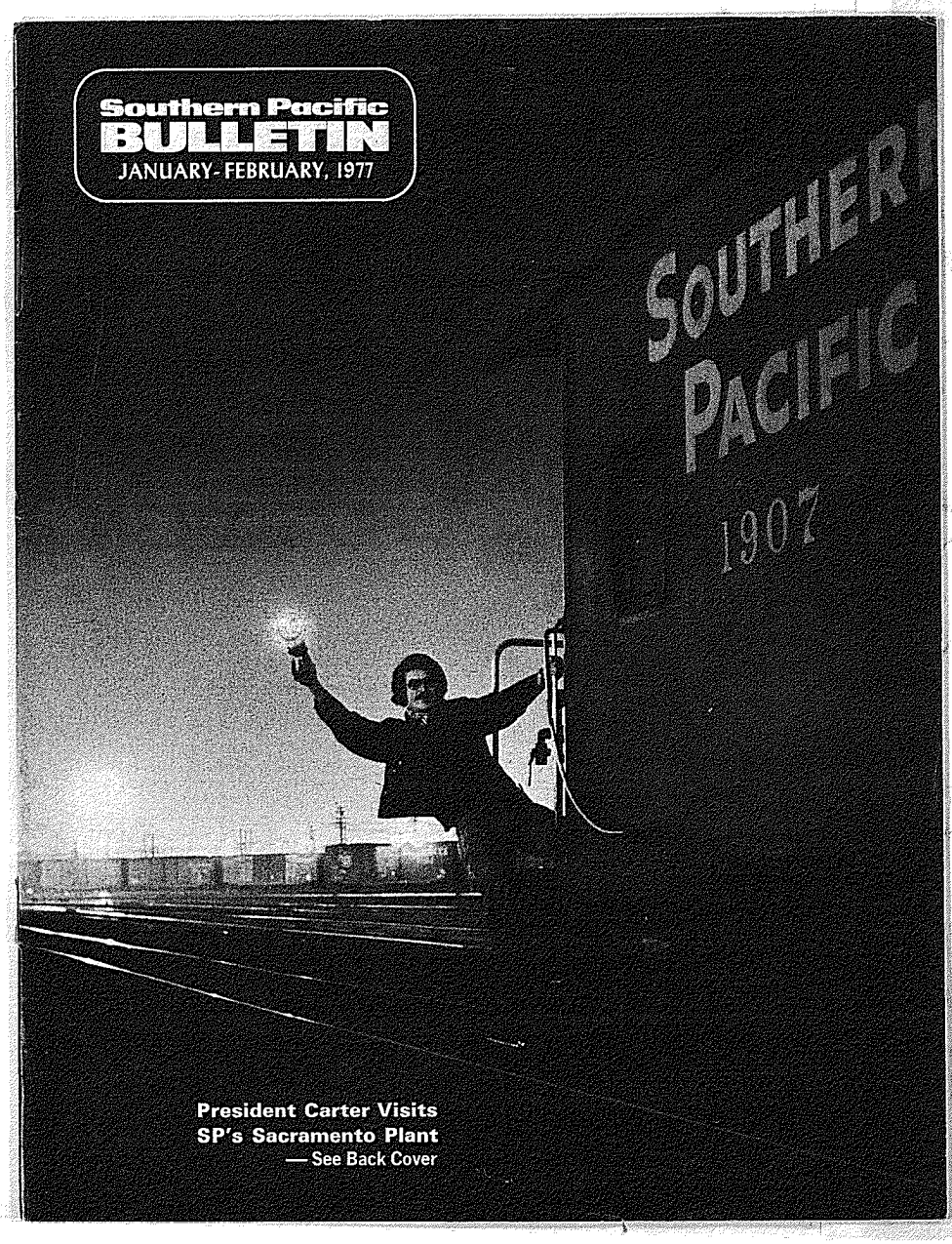
Southern Pacific BULLETIN

JANUARY-FEBRUARY, 1977



President Carter Visits SP's Sacramento Plant

— See Back Cover

President D. K. McNear:

'Heads-Up Marketing Backed by Reliable Service'

At the start of the new year, the SP Bulletin interviewed Mr. McNear to obtain his views on how we're doing and where we're headed as we face the challenges and opportunities of 1977.

Q. *Mr. McNear, having served as president of the Southern Pacific Transportation Company for about seven months, how do you like the job?*

A. Bob, naturally I feel honored to serve the Company in this capacity. I am very enthusiastic. The spirit of cooperation and dedication being shown by all departments makes me very proud of our people, and I'm looking forward to further accomplishments for our Company.

Q. *What areas are you most interested in emphasizing as part of your new responsibilities?*

A. Coming in as president, after having been vice president of operations for a short period, gives me an opportunity to seek improvement in our market share by working with the Traffic Department. But in order to expand our markets, we must have the close cooperation and support of the Operating Department in providing the service to match market needs. So both areas are getting added emphasis.

Q. *What are your observations on the state of the railroad as we move into 1977?*

A. We're a strong railroad, and we're getting stronger. Our physical plant is in good shape, and we're putting more into the 1977 budget for improvements, so that we can handle increased traffic to the satisfaction of our customers.

Q. *What do you see as the biggest challenges facing us this year?*

A. I can't help emphasizing—in these times of increasing costs and competition—the need for our traffic and marketing people to really focus on where our opportunities are, on what traffic we should be handling, and on what we could handle successfully—and going after it. We must back them up with the necessary service—with time-sensitive trains, for instance, (we're making schedule changes to accomplish that) and dependable through-connections. So this certainly is our number one challenge.

Another item is reducing personal injuries to our employes. This is an area of great importance both to the individuals involved—from the standpoint of human suffering—and to the Company. We started last year to give the injury problem top priority through a cooperative effort between the leaders of the organizations and the supervisors in the Maintenance and Operating Departments. The enthusiastic response of our people to this effort has brought about a gratifying reduction in lost-time injuries as well as a reduction in major derailments. I sincerely believe we've now established a sound basis for even better achievements in these areas in 1977.



Denman K. McNear, president, SP Transportation Company, answers questions on the state of the railroad for Bulletin Editor Bob Ottman, left.

A third item for 1977 is increasing the productivity of our maintenance forces. In the area of track maintenance, train schedules are now being adjusted to give our track people six hours of uninterrupted on-track time. In the area of equipment maintenance, we are working with our car and locomotive first line supervisors and employes to improve the planning of their work.

Q. *Would you care to tell us about anything new that you may see just ahead? Are we going to be carrying some new coal or oil traffic? Are we going to get the Rock Island line to Kansas City?*

A. As you know, we've been operating unit coal trains from our interchange with the Burlington Northern at Fort Worth to a municipal utility company at Elmendorf, which serves the City of San Antonio, and from our connection with the ICG at New Orleans through the Eagle Pass gateway to the Altos Hornos steel plant at Monclova, Mexico. There are several other proposals under consideration. We want to make sure, of course, that the rates set for any of these moves are sufficient to provide us with a proper return.

Another interesting thing on the horizon is the question of where will Alaskan crude oil be refined and how will it be transported to the refineries. We certainly have the expertise to operate unit oil trains to do the job. For the past three years, we've been bringing crude oil for Standard Oil from Utah to the Bay Area, and such an operation can go from West to East as well. One advantage of moving the Alaskan crude in unit trains is the fact that the destination refinery can be changed in line with demands, as against transporting the oil by pipeline to a fixed point.

Negotiations are still going on with the Rock Island, Bob. We're still very much interested in extending our line from Santa Rosa, N.M., to Kansas City to reestablish a competitive Golden State Route. (See page 5 for a story on our amended application seeking I.C.C. authority to purchase portions of the Rock Island to Kansas City and on to St. Louis.)

Q. *Mr. McNear, we understand the Company is getting good cooperation from the general chairmen on our safety program. Would you care to comment on this?*

A. Along with various other officers, I talked on a man-to-man basis with the general chairmen to explore plans for reducing personal injuries. I came away from these meetings encouraged by their interest, and I'm happy to say that we've received excellent cooperation from them.

Local union officers are working side-by-side with supervisors at many locations in making safety inspections, and the spirit of cooperation is going beyond that. The general chairmen representing our MofW people have helped us with the "Six Hour Window" program by agreeing to adjust the starting and quitting times of track crews when necessary to take advantage of particular time slots, and a number of union officers have taken an active part in our United Way drives. Furthermore, most of our organization representatives enthusiastically support our new Employe Assistance Program (see pages 6-7).

Q. *In your travels over the railroad, you've talked with a lot of Southern Pacific people. What do you see as some of their main concerns?*

A. I get the feeling that the individual employe wants to become involved and wants to know how he can assist the Company effort. Too often he may feel that no one is listening to him when he has something to contribute—something that may help the company get the job done better. In our meetings with line officers, I've stressed the point that all employes are important members of the team and should be heard.

At the same time, our employes want to be assured of work. Certainly the money we save through increased productivity and by reducing personal injuries can be ploughed back into our fixed plant and used for repairing and rehabilitating our rolling stock. In the next year or so we expect to do much more of that in our car and locomotive shops.

I'd like to add that I've also talked with a lot of shippers as part of my new responsibilities. In the main, we have strong supporters. They appreciate what Southern Pacific has done for them in the way of innovative rates and good service. They are looking for dependability and reliability, and we, in turn, are asking that we share more of their traffic as the economy builds up in 1977.

Q. *Our Company is certainly a "going concern." What do we need to do to keep it that way?*

A. It's very important that we have the ability to get the capital we need for necessary improvements and working funds for day-to-day repairs. So it's essential that we get more business, and to that end make sure our pricing, rate-making and market opportunities are properly focused. Beyond that, we need to work "smart," eliminate waste and duplication and get the most for each dollar we spend. I think it's also important that we all sell and promote our Company, and that includes the switchman who talks with the loading foreman on a shipper's dock, our traffic people who are out calling on customers, and the train and enginemen moving the product over the road. It is especially important that our people who meet the shipping public by telephone be strongly customer oriented.

It is also vital that our industry obtain a favorable regulatory climate. Moreover, business in general must be allowed to expand—working with environmentalists and others in solving mutual problems. We can often help with these problems, and doing so can mean more

"In these times of increasing costs and competition, it's essential that our traffic and marketing people focus on what traffic we should be handling and go after it," Mr. McNear points out. "We must back them up with the necessary service—with time sensitive trains, for instance, like this daily intermodal freight headed south from Oakland, Calif., beside a busy freeway."



traffic for us, since it will attract more new industries to our lines. We also need to work out with labor representatives the means for utilizing labor forces in a cost competitive manner.

Q. *How are we doing in our continuing battle against derailments? Crossing accidents? Freight loss and damage?*

A. Bob, we're applying what was learned through Phase I of the Track Train Dynamics research project (1972-75) to our own railroad in a major systemwide program that is really concentrating on the causes of derailments. Ed Lind, who directed Phase I of the industry's research effort, heads our program, and I feel we are making real progress in this area.

Historically, in our efforts to eliminate crossing accidents, we've led the industry in installing gates. Up in Oregon we've just cooperated with a TV station which made a news feature out on our branch line between Portland and Hillsboro giving a first-hand view from the engineer's seat box of the carelessness of motorists in approaching crossings. This kind of media coverage can certainly help focus public attention on the problem. Our chief special agent, Mr. Champlin, has been all over our property, working with city, county and state police officers to get their cooperation in enforcing crossing laws. That's where we feel the answer lies. It should also help to have some of our people make talks to service clubs as we've done in the past.

About freight loss and damage—we still have a long way to go, but I think we've turned the corner. Damage claims cost us $1.92 out of every $100 of revenue for the first six months of 1975. That figure was down to $1.31 for the first six months of 1976, which means about a $3 million reduction last year over the previous year. I hope we can accelerate this improvement. Our people have been concentrating on improving their car handling during switching, their train handling and their inspections to reduce train accidents and fires. Mr. Dudley and his forces have made good progress in working with shippers and with other carriers, recognizing that careful car handling is often a matter of teamwork among several different railroads.

This year we will be concentrating our efforts in eliminating damage to new automobiles. We were a leader in developing enclosed equipment—Vert-a-Pac cars for compact autos and Stac-Pacs for large autos. The auto industry has now indicated that their solution to transit damage is going to be fully enclosed multilevel cars, and we are going to meet their needs for the 1978 models. We have the nation's largest fleet of enclosed cars at the present time. These fully enclosed cars should, for all intents and purposes, eliminate transit damage.

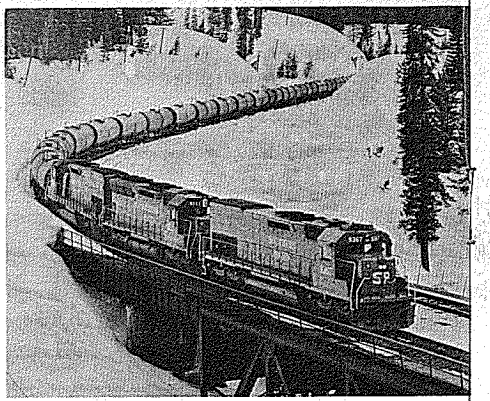
Q. *Mr. McNear, what do you think the railroads will look like 10 years from now? Will some of the new technology coming to the industry make radical changes in the way we run trains?*

A. Ten years from now, I think America's railroad system will consist of fewer and larger carriers, operating over perhaps a few principal routes. We've seen the beginning of that with the consolidation of the Northeast carriers into Conrail.

The fuel economy of the railroads and their other advantages from an environmental standpoint will undoubtedly become even more important. I think, too, our customers are going to be making greater demands —because of competition in their markets—for more consistent on-time and, in some cases, faster service. This is going to require improved technology in the field of monitoring or detecting defects before they happen. We've seen great strides over the past 10 years in such things as hot box and dragging equipment detectors, and we're going to need more of that, so that a train—once it leaves a terminal after proper inspection —can be depended on to go all the way without a mechanical defect.

Q. *Would you, as a career railroader, recommend railroads as a career for a young person today?*

A. I started with the Company as a civil engineer back in 1948, having had a grandfather who was also a railroad civil engineer. What interested me most was the tremendous diversity of this operation. It's not only a transportation company moving goods for customers, it's a maintenance operation for bridge, track and structures, for rolling stock and equipment; it's a highly competitive pricing and marketing effort; it's the logistics and application of computers—and much more. What I'm saying, Bob, is that there are so many facets to this business that it provides a great career with many challenges. I can't think of a more stimulating place for a young person to start out today.



"One interesting thing on the horizon is the question of how Alaskan crude oil will be transported to the refineries," Mr. McNear says. "We certainly have the expertise to do the job. For the past three years, for example, we've been bringing crude oil for Standard Oil from Utah to the Bay Area in unit trains like this one."

A Career Railroader

Denman K. McNear, who is 51, was elected president of Southern Pacific Transportation Company in May, 1976.

He came to Southern Pacific after earning a civil engineering degree at Massachusetts Institute of Technology, and worked summers until he received an MBA from Stanford Graduate School of Business in 1950. Subsequently, he worked on engineering, construction and operating assignments in California, Oregon, Texas and New Mexico. He was named assistant to the president in 1963, vice president in the Executive Department in 1967 and vice president - operations in 1975.

Mr. McNear is especially interested in economic education for young people and their teachers, and he is currently serving as president of the California Council for Economic Education and as a director of Junior Achievement of San Francisco, Inc.

Amended ICC Application:

SP Makes New Offer for RI Lines

On January 7, Southern Pacific filed an amended application with the Interstate Commerce Commission seeking authority to purchase portions of the bankrupt Chicago, Rock Island and Pacific Railroad.

Lines that would be purchased by SP Transportation Company include about 300 miles of Rock Island main line between St. Louis and Kansas City, Kansas; about 600 miles of main line between Topeka and Santa Rosa, N.M., and a branch line of about 30 miles between Bucklin and Dodge City, Kansas.

Rock Island would also support SPT in arranging for operating rights for our railroad over Union Pacific trackage between Topeka and Kansas City.

"Intensive negotiations have been conducted by SPT with the Rock Island, and are continuing" on the sale and the purchase price, Southern Pacific told the ICC.

SP Transportation Company reported it would make a "suitable public tender offer" for Rock Island Series A and Series C first-mortgage bonds, conditioned on receipt of not less than 80% of the principal amount of outstanding bonds, and would deposit with the Rock Island trustee the tendered bonds and cash to pay the principal amount at maturity plus accrued interest (to the date of closing of the transaction) on Series A and C bonds not tendered.

SPT would also pay or assume Rock Island obligations, up to $2,-750,000, under loans from the Union Pacific Railroad Company and the Small Business Administration, and would pay to the trustee "additional consideration to be agreed upon" for the Kansas City-St. Louis line and associated trackage rights, and the Rock Island's membership in the Terminal Railroad Association of St. Louis.

The agreement, when executed, would be submitted to the ICC and the reorganization court having jurisdiction over the Rock Island.

Southern Pacific Chairman Benjamin F. Biaggini said in a release:

"Here is an opportunity at last for tangible results to come out of more than 14 years of merger negotiations and long ICC proceedings.

"We think it is a notable development for a solvent railroad, without relying on government aid, to offer a proposal which will go far toward helping a railroad in receivership move toward its own plan of reorganization. We look forward to a prompt conclusion of an agreement with the Rock Island and prompt action by the ICC and the court in approving the sale."

The Kansas City-Santa Rosa line was included in properties designated for sale to SP in the ICC's 1974 decision in the Rock Island-Union Pacific merger case. After plans for the overall merger were dropped by Union Pacific, the ICC granted additional time for SP to negotiate the sale with Rock Island and its trustee and to file an amended application.

"The proposed acquisition," the application said, "will result in a through single-line service between Pacific Coast points and other points on the lines of SPT, and the important gateways of Kansas City and St. Louis. The lines of SPT will connect directly with the several important carriers serving those cities instead of connecting at Santa Rosa with the lines of Rock Island alone.

Rock Island lines which SP would purchase include about 60 miles of RI-owned trackage between Santa Rosa and Tucumcari, N.M., which SP has operated for many years.

Also involved in the sale, as proposed by SPT, would be other Rock Island railroad facilities and properties along the specified routes, including yards in Topeka, McFarland and Herington, Kansas —although SPT would grant back to RI joint use of those yards and joint trackage rights between Topeka and Herington. SPT would obtain two through tracks in RI's Armourdale Yard in Kansas City, Kansas, and such other trackage or operating rights necessary to complete SPT's access and entry to Kansas City. Rock Island would also grant and support SPT's obtaining trackage rights over the Kansas City Terminal Railway from Armourdale to Big Blue Junction, Mo., and over the St. Louis and San Francisco Railway between Big Blue Junction and Leeds Junction, Mo. ▲

For Alcohol and Drug Problems:

SP Offers Counseling Program

SOUTHERN PACIFIC Transportation Company has established the first phase of an Employe Assistance Program designed to help employes and members of their immediate families deal with alcoholism, drug dependency and related problems.

The program, which became effective in December, has the enthusiastic support of the unions representing SP people. To start with, it will provide a counseling and referral service in the Eugene, Ore., and San Antonio, Texas, areas only.

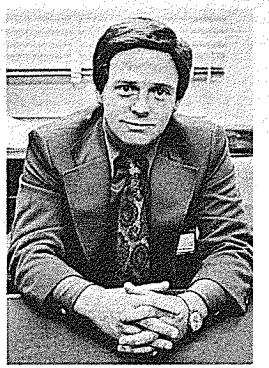
"Based on our experience at these two locations, we expect to expand the program to other employe concentration points as well," says L. M. Fox, assistant vice president-personnel.

The program is being offered on a strictly voluntary basis, Fox emphasizes. Southern Pacific is not trying to interfere in the private lives of its employes.

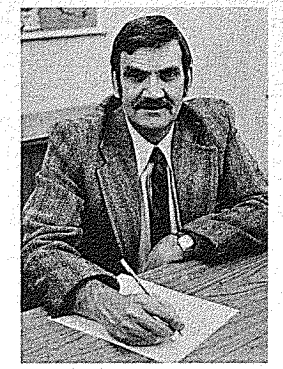
"But the Company must necessarily be concerned if an employe has a problem that affects his or her ability to function on the job — whether it be a family situation or an involvement with alcoholism or drug abuse," he points out.

Cover

Western Division Conductor J. C. (Jim) Fanning gives "highball" to engineer of the OALAT, our nightly piggyback train from Oakland to Los Angeles. Trailers for this train are accepted as late as two hours before its 7:30 p.m. departure time.



Brian J. Miller, formerly a data processing clerk at San Francisco, has been named an employe assistance counselor at San Antonio.



Murray K. Eyford, 51, formerly an SP train dispatcher, has been named an employe assistance counselor with headquarters at Eugene.

"People are Southern Pacific's most valuable resource, and if they have serious problems affecting their work, we want to give them an opportunity to rehabilitate themselves," he says. "But they must be willing to seek help themselves. Self-referral is a vital part of this program."

"The program is conducted on a confidential basis," Fox adds. "Information concerning employes who seek the help of a counselor will not become part of the Company's employe personal record files. Job security and promotional opportunities will not be affected by requests for help. Nor does the Employe Assistance Program involve itself in labor-management issues. It is concerned only with rehabilitation.

"The program does not affect the discipline process. However, if an employe is dismissed for violation of Rule 'G' as a result of involvement with alcohol or other drugs, he or she will be reminded of the availability of the Employe Assistance Program and urged to make use of it. Any consideration for reinstatement after that will include the recommendations of the employe assistance counselor."

Additional information may be obtained from B. F. Chapman, manager-employe communications, San Francisco, who will direct the program.

The Company's first two employe assistance counselors are both experienced railroaders as well as skilled counselors. They are: Murray K. Eyford, 51, a former SP train dispatcher, whose headquarters are in Eugene; and Brian J. Miller, 36, formerly a data processing clerk in the Accounting Department, whose office is in San Antonio.

Both men have had extensive experience with the problems of alcoholism and drug dependency, and both are dedicated to helping people with these problems. They are available on a 24-hour-a-day basis (see page 7 for their office addresses and telephone numbers).

One of these two counselors will set up an appointment with an employe, talk over his or her problem and suggest steps to help the employe on the road toward a solution.

When outside professional help seems indicated, the counselor will refer the employe to a doctor, hospital, psychiatrist, Alcoholics Anonymous group or other source of assistance (he will never do this without the employe's approval). Then he will stay in touch with the employe until the problem is resolved, or the employe no longer desires help from the counselor.

"Southern Pacific is not, in any sense, offering a treatment facility," Fox points out, "but a counseling and referral service which starts with self-motivation and culminates with self-rehabilitation."

The services provided by the SP counselors are free; this cost is assumed by the Company. All other costs whether involving voluntary treatment or rehabilitation recommended by the counselors are the sole responsibility of the employe. Personal business leaves of absence will be granted, when required, to employes when absence from their work is necessary for medical or clinical rehabilitation.

Alcoholism is the most serious drug problem in this country today, Fox points out. It takes thousands of lives each year, has a tragic impact on families, and costs the American economy up to $8 billion annually in inefficiency and time lost from work.

It affects all industries — the railroad industry no more and probably no less than others. According to estimates, between six and ten per cent of the employes in our industry have alcohol abuse problems.

Alcohol dependency (and other forms of drug addiction) almost invariably result in poor job performance, jeopardizing the livelihood of those afflicted.

"We selected Eugene and San Antonio simply as places to 'kick off' Southern Pacific's Employe Assistance Program— not because the problem is any worse there than anywhere else," Fox explains. "As I said earlier, we expect that the program will soon be offered on a systemwide basis."

"I strongly urge anyone who feels he or she may have an alcoholism or drug dependency problem — either personally or in the family — to take advantage of this program," he adds. "It offers no cure for alcoholism, but it does offer the kind of support and assistance that can lead to a new start."

The office addresses and phone numbers of the two counselors are: Murray K. Eyford, Suite 314, 99 West 10th Ave., Eugene, Ore. 97401 — 503-344-9921; Brian J. Miller, Suite 605, 201 North St. Mary's Street, San Antonio, Texas 78205 — 512-222-8315.

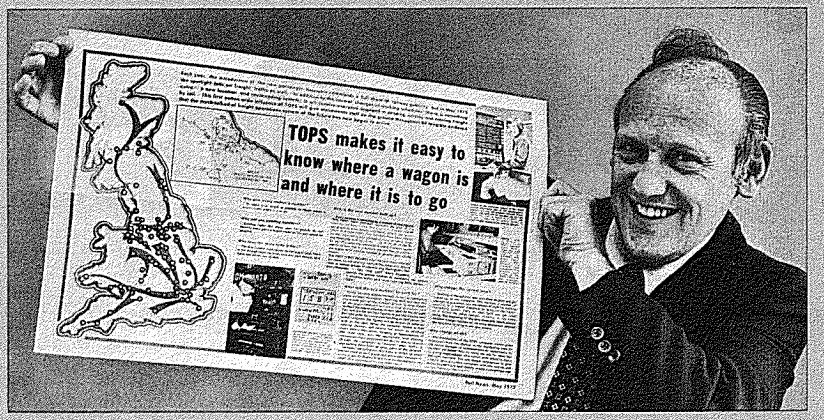






Enthusiastic Union Support

Among the many union officers endorsing SP's new Employe Assistance Program are those shown in these photos. 1. Conferring with Asst. Vice President-Personnel L. M. Fox, right, are (from left) Edward J. Devine, division chairman, General Office Lodge 890, Brotherhood of Railway, Airline and Steamship Clerks (BRAC); James H. Groskopf, general chairman, BRAC; and R. B. Brackbill, senior vice general chairman, BRAC, all headquartered at San Francisco. 2. Discussing booklet on plan with B. F. Chapman, right, manager of employe communications, San Francisco, are (from left), James H. Thornton, general chairman, UTU-C&T; R. W. Guy (standing), general chairman, UTU-E; and George P. Lechner, vice President, UTU. 3. Looking over plan booklet at Houston are, l-r, P. M. Nutt, secretary, UTU-C&T Committee; J. A. Alford, general chairman, UTU-C&T; G. R. Perkins, vice president, UTU; E. A. Thompson, vice president, UTU-E; and A. M. Blount, general chairman, UTU-E.



Through TOPS On-Line Services:

We're Exporting SP Expertise

TOPS On-Line Services, Inc. (TOLSI) is unique among the Company's subsidiaries. It has no employes of its own, and yet it is in the business of exporting the expertise of Southern Pacific people.

Since 1969, when the firm was founded, it has been providing technical and managerial know-how to other railroads, not only in the U.S., but in four other countries. Its clients have also included several U.S. government agencies.

After TOLSI obtains a consulting contract, it assembles a team of SP experts from appropriate departments. These individuals may serve full-time for several months, but TOLSI compensates their SP departments for the time they spend on the project.

Various Consulting Services

The firm is headed by Vice President-Management Services J. W. Germany as president, and Theodore K. Strong of Strong, Wishart & Associates (a management consulting company with a 20 per cent interest in TOLSI) as executive vice president.

TOLSI was organized originally as a way to market SP experience and know-how gained during the development of TOPS, our highly successful real-time information system. The firm's consulting activities now include just about every other area of railroad operations as well.

Other Railroads Use TOPS

In the late 1960's SP offered the TOPS program at nominal cost to other U.S. railroads in order to help improve overall industry performance and promote compatible computer systems. The Burlington Northern, Union Pacific and Missouri Pacific are now using TOPS or variations of it, although under different names.

SP people, working through TOLSI, helped the Canadian National build its own TOPS system, and they developed an entire $24 million TOPS network for the British Railways to keep track of business moving over that nation's 12,000 miles of railroad. Another TOLSI task force has just completed a mini-TOPS system for the National Railways of Mexico. This system is now undergoing final tests and will soon be in operation.

The Spanish and German National Railways have also expressed interest in TOPS and other SP computer application programs, although no decisions have been made as yet.

"We've found TOPS to be suitable for any rail operation anywhere," says Germany. "All railroads, regardless of size or country, are faced with the same kinds of control problems we have. We tailor TOPS to meet each road's individual requirements."

Work for British Railways

Creating a complete information system for the British Railways still ranks as TOLSI's largest TOPS project. The work was begun in 1971 and completed in April, 1973 — a month ahead of schedule and at substantially less cost to the British government than originally estimated.

Rail News, newspaper of the British Railways, describes advantages of their TOPS system, using British term "wagon" for rail car. Holding paper is Rudi Aron, who was coordinator of 23-person SP team which developed British TOPS system, through TOPS On-Line Services.

The project team included 23 SP people, with Rudi W. Aron, senior asst. manager, Operating Data Systems, serving as coordinator. They developed and tested the entire system on SP computers in San Francisco, conducted training classes for British TOPS personnel, and supervised the field implementation of the system in England.

"All that took approximately 18 man/woman-years of work, plus a lot of travel back and forth," recalls Aron. "For example, I made seven three-week trips to England during the two years."

Classes for Programmers

The key British programmers were over here for eight weeks to attend classes on the special TOPS computer testing facilities taught by System Specialist W. P. Phal. Other classes for British railroaders on the technical aspects of the system were taught by Senior System Specialists Sue Syrett and W. P. LaMere.

Many of the team members developed close friendships with their British counterparts during the project, and they still correspond, exchange Christmas presents and even visit each other on vacations.

Communications Problems

"The British TOPS project presented one special problem that we didn't anticipate," Aron says. "Theoretically, we speak the same language, but railroad terminology is so different in the two countries that we had to develop a 100-word dictionary so that we could understand each other. For example, the British call ties 'sleepers' and freight cars 'wagons.' For them a terminal is a spur track, and switching is called 'shunting'."

"We also had a problem with accents," he adds. "Every person we talked to seemed to have a different one. We had to tape record the phone calls from England and then analyze them to make sure we understood. Once somebody with a Yorkshire accent called, and we were stumped. Nobody could understand him."

There have been more than 250 transatlantic phone calls between personnel of the British Railways and their TOLSI (SP) counterparts since the project started.

Keeping in Touch

"Their TOPS system is working very well indeed, but they still call us every three or four weeks just to keep in touch," Aron says.

Material shipped from San Francisco to England for the British system included 58 reels of magnetic tape, 16 reels of microfilm and 98 boxes of documents, charts and diagrams.

Prior to the implementation of TOPS on the British Railways, Aron, J. C. Cooper, supervisor-education, training & procedures, and others made a detailed presentation on the system in England to some 70 British managers and workers, who are now directly involved with TOPS.

"We talked eight hours a day for five days," Aron says, "and they videotaped the whole thing."

Praise for TOPS

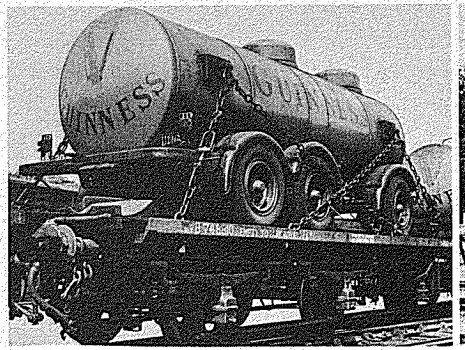
After the system was in full operation, David Bowick, chief executive (railways) for the British Railways, praised the effectiveness of their version of TOPS in glowing terms at the International Cybernetics Symposium — a gathering of computer technologists from all over the world.

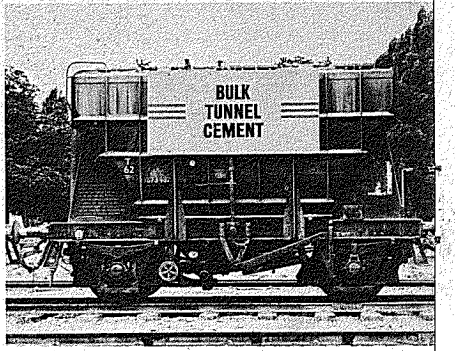
TOLSI groups have been working on various projects of industry-wide significance for the U.S. Department of Transportation. Among them:

- a study of the feasibility of using sophisticated computer modeling techniques to distribute and assign freight cars.
- the development of computer models for long-range railroad financial planning.
- the development of a method of determining the cost of relocating rail lines in connection with urban renewal projects.
- the development of a costing

Among the SP people who worked on the TOPS network for British Railways are: front row (l-r) J. C. Cooper, supvr., education, training & procedures; Nancy Johnson, systems supvr.; W. P. LaMere and Suzan E. Syrett, senior systems supervisors; and W. Quirk, systems supvr., back row (l-r) Norma A. Edmundson, systems specialist; M. P. Gregovich, senior systems associate; D. E. Newell and J. P. O'Connell, systems supvrs.; W. F. Phal, sr. systems specialist; and Mrs. J. K. Quirk, sr. systems analyst.







system covering all the factors that go into building, upgrading and maintaining track. This project, which has been completed, provides answers to such questions as, "How much does it cost to build a track for 50, 60 or 70 mile-an-hour operation, and what will it cost to maintain?"

Studies for Conrail

In 1974-75, SP people working through TOLSI played a major role in coordinating the many railroad industry studies that led to the "Final System Plan" for Conrail. Among those taking part were E. P. Anderson, asst. to vice president-operations; J. H. Williams, manager, Bureau of Transportation Research; K. E. Bosanko, asst. to vice president-traffic; Mrs. B. H. Powell, systems supervisor, Analytic Services; and T. K. Lloyd, asst. manager, Systems Research.

An important part of the "Final System Plan" was a "Freight Car Planning Study" answering such basic questions as "How many freight cars will Conrail need?" R. W. Wolfe, senior asst. superintendent of car service, and E. G. Bakkenta, supervisor of car service, helped develop this important analysis.

ABOVE: TOPS system developed by TOPS On-Line Services for the British Railways keeps track of thousands of cars like these — many of them 20-footers and equipped with several different types of braking systems.

TOLSI has just completed an extensive management consulting contract for the National Railways of Mexico covering many areas of its operations, but with special emphasis on Mechanical Dept. work. Asst. Controller T. J. Sjostrand, Asst. to Chief Mechanical Officer J. W. McLaughlin and the late E. I. Norman, regional manager-running maintenance, were all residents of Mexico for a year or more on this project. Many other SP people also participated.

Another TOLSI management consulting contract for the Brazilian national railway, covering that railroad's mechanical facilities and maintenance program, was completed a few weeks ago.

Drisdale Brown, asst. to chief mechanical officer, and G. H. Barker, who has just been named manager of SP's Heavy Maintenance Plant at Sacramento, were in Brazil for about 18 months on this project.

Arrangements for still another consulting contract with a Brazilian state railway headquartered in Sao Paulo are presently being worked out. This project will probably cover every aspect of the railroad's operation that TOLSI can help with.

"TOPS On-Line Services continues to grow, largely because of what it has to offer," Germany says, "and that's the know-how and experience of the finest group of railroaders in this country."

Bulletin Board

Four Cotton Belt employes were recently elected to important public positions in Arkansas. **James H. Reed,** a brakeman who lives in a community near Pine Bluff, was elected Justice of the Peace for District 10. In this capacity, he will serve on the Quorum Court, which has broad jurisdiction in Jefferson County. **R. L. (Ronnie) Roller,** clerk at Pine Bluff, was elected an alderman. He will be a member of the Pine Bluff City Council. **James O. Coleman,** a brakeman, was elected an alderman for the Town of Altheimer, located about eight miles from Pine Bluff. **J. C. Sturdivant,** chief electrician at Pine Bluff, was elected constable of Washington Township.

The American Council of Railroad Women — a nationwide organization of management and supervisory level railroad women — recently extended membership to **Cecelia Dunn,** administrative assistant, Medical Dept., Houston; and **Jeanne Kennedy,** systems super, visor, Management Services Dept., San Francisco.

D. R. Kirk, asst. vice president, Houston, was elected to the Executive Committee of the Texas Research League, a privately funded organization engaged in Texas governmental research.

New Posts for Babers and Neal:

San Joaquin Division is Absorbed By Sacramento and L.A. Divisions

In a realignment of its operating divisions, Southern Pacific recently eliminated the San Joaquin Division, headquartered at Bakersfield.

Rail operations from Chowchilla and Ingle southward (see map) are now being handled by the Los Angeles Division. Operations north of those two points have been taken over by the Sacramento Division.

About 25 employes were affected by the move. Seven train dispatchers moved to Roseville. Some individuals chose early retirement; others were given their choice of employment with SP at other locations or accepting severance pay and seeking other jobs in the Bakersfield area.

Joseph E. Neal, superintendent of the San Joaquin Division, has been named superintendent of the Oregon Division. He succeeds Charles T. Babers, who has been appointed assistant general manager, with headquarters at San Francisco.

Discussing the realignment, Neal said it was made because the division's boundaries no longer fit modern-day railroading.

"The San Joaquin Division was established when trains were slower and men were not able to cover the distances they do today," he explained. "Communications were much poorer then, also. Today, with faster trains, instantaneous information systems and modern communications, a division's officials can administer a far greater area than they once did."

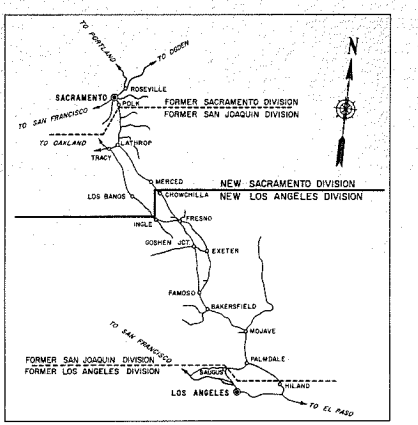
Southern Pacific has consolidated many of its divisions during the past few years. Recent examples include the Coast Division, which was absorbed by the Los Angeles and Western Divisions; and the Salt Lake Division, which became part of the Sacramento Division.

Babers started with the Company at Tucumcari, N.M., in 1950. He advanced through various Operating Department positions to become trainmaster at Lordsburg, N.M., and Yuma, Ariz., and assistant superintendent at Bakersfield, Los Angeles and Portland. He was named superintendent of the Oregon Division in 1973.

He attended the University of Texas at El Paso and the University of Eastern New Mexico at Portales and has completed the Harvard University Graduate School of Business Management Development Program.

Neal, who holds a B.A. degree from Sacramento State College and an MBA from Stanford, joined Southern Pacific in 1957. After serving as assistant trainmaster and trainmaster in the San Francisco Bay Area, Redding and Mojave, Calif., he became assistant sunperintendent at El Paso and Bakersfield. He was named superintendent of the San Joaquin Division in 1975.

As Oregon Division superintendent, Neal directs operations involving the movement of about 100 trains a day over more than 1,200 miles of railroad in Oregon, Northern California and Nevada. He also supervises the activities of more than 4,000 employes earning over $60 million annually.

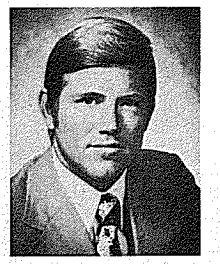


New boundary between Sacramento and Los Angeles Divisions is shown by solid line on this map. Broken lines show former boundaries between the San Joaquin Division and its neighboring divisions on the north and south.

C. T. BABERS



J. E. NEAL



M.I.T. Honors McNear and Mudd

The Massachusetts Institute of Technology recently conferred M.I.T. Corporate Leadership Awards on 152 of its alumni who are chairmen, vice chairmen, presidents or managing partners of many of the leading business and industrial organizations in the U.S.

Among those honored were D. K. McNear ('48), president, Southern Pacific Transportation Company; and SP Director Henry T. Mudd ('38), who is chairman and chief executive officer, Cyprus Mines, Corp., Los Angeles.

M.I.T. established the awards "to give specific recognition for distinguished corporate leadership by alumni."



Our Easternmost Sales District

Winning Traffic in New England

"WHY DO YOU have an office here, thousands of miles away from your railroad?"

Smaller shippers, unfamiliar with the nationwide aspects of railroading, often ask C. A. (Charlie) Huckins, Jr. that question.

"It gives me an ideal opportunity to explain the many ways in which we can be of service to them," he says.

Charlie is district sales manager at Boston, Mass. He and his staff of five handle Southern Pacific and Cotton Belt traffic matters in the six New England states.

One staff member, Sales Representative James F. (Jim) Jensen, also calls on shippers in the Canadian Provinces of Quebec, New Brunswick, Nova Scotia, Newfoundland and Prince Edward Island.

All that adds up to more than 860,000 square miles of territory. It is our easternmost sales district — farther away from headquarters than any other in the continental United States.

"We serve a lot of small customers in this district — people who ship a carload or two a month across the nation or to the Southwest," Charlie says, "but we also have the national headquarters of a number of major firms here in New England.

"Many of them have plants, warehouses or marketing operations on our railroad, and their traffic managers decide how traffic will be routed nationwide."

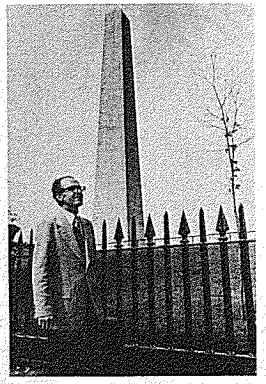
Here are four typical moves — all involving our lines — that are routed from New England.

- A manufacturer of building paper ships from a Louisiana plant to customers in Texas and California. Routing decisions on that traffic are made in Boston.
- Another paper firm ships raw materials into and finished products out of five plants in various cities (two on our lines). Routing decisions are made in Maine.
- A large food processing firm ships 1,000 cars a year from a city on our lines in California to some 50 distribution points throughout the United States. This traffic is routed from the firm's headquarters in Connecticut.
- Carloads of lumber and plywood move from Oregon and California to the Midwest, Southeast and East on the instructions of a lumber broker whose office is in Massachusetts.

"Virtually all the traffic we solicit is subject to competitive routing," Charlie points out, "so it's up to us to convince shippers — large or small — that we can do a better job for them."

He and his staff, in their daily calls, solicit carloads of such items as paper and paper products, asbestos, talc, furniture, toys and games, plastic products, canned goods, generators and turbines, and new automobiles (produced in Canada).

Passing the Bunker Hill Monument, a famous Boston landmark, on his way to making one of his daily sales calls is Sales Rep. R. J. Briemer.



ABOVE: Taking part in brief Monday morning staff meeting are, l-r, Boston District Sales Mgr. C. A. Huckins, Jr.; Mary S. Croce, general clerk; and Sales Representatives J. F. Jensen, E. J. Moore and R. J. Briemer.

"We're Glad to Help"

"Major shippers have highly sophisticated traffic departments," he says, "but we sometimes have to explain to smaller shippers the fundamentals of how to ship by rail. We're always glad to help them with problems, or with the complexities of paperwork, or reach out for the particular kind of car they need. We want them to be sure to think of us the next time they need transportation service."

The Boston staff has to be able to discuss the full range of Company operations — not just rail service, but pipeline, truck and intermodal service, industrial development and even claims and credit matters — and do it in a way that makes friends for Southern Pacific.

"We're three thousand miles away from headquarters, so we must carry the whole Company in our briefcases," Charlie points out, "but if we need it, expert help is only a telephone call away."

"The TOPS car location system and our daily computerized reports on car movements and routings are extremely helpful to us as sales tools," he adds. "So is the Company's large fleet of specialized equipment. Having the right car available often makes the difference as to whether or not we get the business."

Nationwide Sales Effort

All of SP's sales people cooperate in a carefully coordinated nationwide selling effort. This cooperation takes the form of a continuous exchange of traffic information.

A sales representative in Boston, for example, might find out that one of the firms he calls on is ordering 1,000 tons of pipe from a company in Houston, Texas, to be shipped to a plant in Keene, N.H.

"You've been helpful to us in the past," the Boston traffic manager might tell him, "and we'd like to give you the business, but the manufacturer in Houston controls the routing."

A report on this conversation is immediately flashed to Houston, where a sales representative calls on the pipe manufacturer, giving him the information he needs on rates, schedules, car availability and service. The pipe ends up being routed over our lines on the first leg of its journey to New Hampshire.

Exchanging Traffic Tips

Conversely, a sales representative in California might learn that an order for a new turbine to be installed in a Los Angeles power plant has been placed with a New England manufacturer. A member of the Boston staff calls on this manufacturer and secures a favorable routing which means more carload business for our railroad.

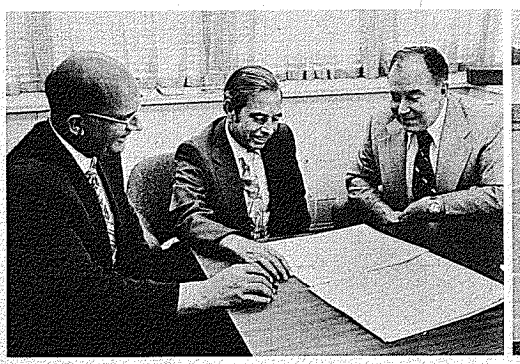
"An important part of our job," Charlie says, "is to be alert to any possible changes in distribution patterns. For example, a traffic manager might tell us, 'We're thinking of setting up some warehouses on the West Coast and distributing from there.'

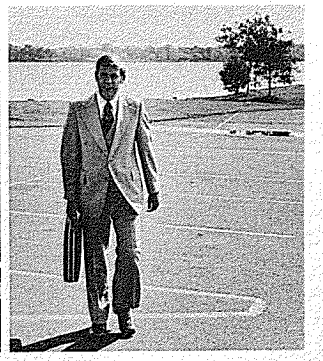
"We would, of course, explain the full range of assistance SP can offer a firm seeking a site for a new plant or warehouse, and then we'd immediately pass along the lead to the SP Industrial Development Company in San Francisco for further action."

About 32,000 carloads of freight originated or terminated in the Bos-

(Please turn page)

BELOW: District Sales Mgr. C. A. Huckins, Jr., left, calls on Paul P. Foley, center, general traffic manager, and Charles P. Sell, director of physical distribution for the Cabot Corp., headquartered in Boston. This highly diversified firm has numerous plants throughout the U.S. and in other countries, including a carbon black plant on our lines in Louisiana. BELOW RIGHT: Sales Rep. J. F. Jensen crosses parking lot on way to SP's Boston District Sales Office in suburban Wakefield, Mass. Lake Quanapowitt is shown in background.





ton district last year.

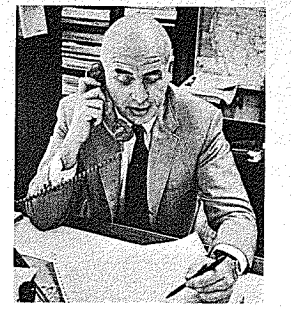
The district is part of Southern Pacific's Eastern Traffic Region, headquartered in New York, under Regional Sales Manager W. T. Delmater. Altogether, the Company has sales offices in 68 cities throughout the U.S., Canada and Mexico, with over 300 experienced sales people working full time to win traffic for SP.

The Boston district office is located within a few miles of downtown Boston in attractive, park-like Wakefield, Mass., on Lake Quanapowitt. You'll find staff members in the office for a few hours on Monday morning when they meet regularly to exchange information. The rest of the week they're out in the territory, visiting customers who are often 100 miles or more apart.

The five traffic men on the staff all started with the Company in eastern cities, but all have completed educational tours of SP facilities, so they have a first hand knowledge of what they are selling.

Backing them up is General Clerk Mary S. Croce, "who not only keeps this office running smoothly," according to Charlie, "but also wins friends for SP by the friendly, helpful way she deals with customers over the phone."

"Up here in New England, we're selling an unseen, highly intangible product," he sums up. "Our customers can't look out the window and see our railroad. But, given half a chance, we can prove to them that we have the finest service going."



Kenneth Belanger, chief clerk, is the Boston staff's rate specialist. He can provide quick quotations, longer-term cost studies and information on how to initiate new rates where needed.

New Director

John W. Hanley of St. Louis has been elected a director of Southern Pacific Company and Southern Pacific Transportation Company.

Hanley is chairman of the board, president, and chief executive officer of Monsanto Company, the worldwide manufacturer of chemicals, plastics, man-made fibers, agricultural products, and specialized electronic and process control systems.

He also is a director of Citicorp and its principal subsidiary, Citibank, N.A., New York, and the May Department Stores Company, St. Louis. He is a member of the Business Council and The Business Roundtable; a trustee of Washington University, St. Louis; a member of the executive council of the Harvard University Business School Association; and a member of the council of Stanford Research Institute, Menlo Park, California.

Hanley is also a member of the executive committee, National Council for United States-China Trade and the President's Export Council; a director of the International Executive Service Corps and the Conference Board; a member of the Salvation Army Advisory Council on National Affairs, and chairman of the long-range planning committee of United Way of America, among other business and civic affiliations.



J. W. HANLEY

He has a bachelor of science degree in metallurgical engineering from Pennsylvania State University and an MBA degree from the Harvard University Graduate School of Business Administration. In 1972, Penn State awarded Hanley its Distinguished Alumnus Award.

Man of the Year

A. F. (Art) Connors, district manager for Pacific Motor Trucking Company at Phoenix, was named "1976 Man of the Year" by the Arizona Motor Transport Association.

Connors, who is immediate past president of the A.M.T.A. and now chairman of its board, was cited for his outstanding leadership and contributions to the association.

Winning Slogan

Winner of the safety slogan contest in the Car Department at West Colton Yard for the month of December was Carman Randall L. Ross, who works at the One Spot Car Repair Facility. His slogan:

Keep a hard hat on your head,
and safety shoes on your feet.
Safety first is one thing
that you just can't beat.

This slogan was printed on signs and displayed throughout the yard during December. Ross has been with SP since 1972.

Dean of Commuters Dies

Milton B. Roller, who rode Southern Pacific commute trains from Palo Alto to San Francisco for 75 years, died November 26 at the age of 97.

Mr. Roller, who was known as the "dean of SP commuters," began riding SP's San Francisco Peninsula commute trains in 1899 enroute to his job as a designer of lighting fixtures for the Phoenix Day Company where he was a part owner.

He retired two years ago when his health no longer permitted him to catch his usual 7:30 a.m. train.





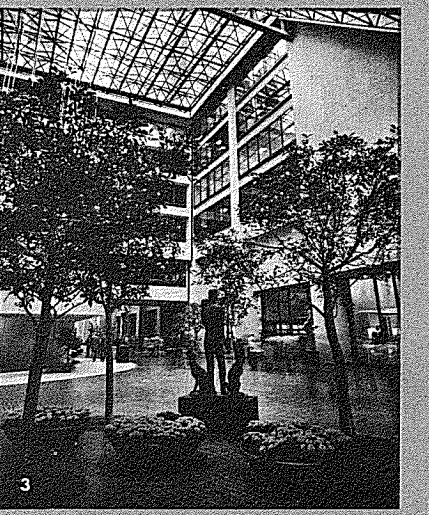
One Market Plaza Dedicated

ONE MARKET PLAZA, the twin-towered office complex which adjoins the SP General Office Building in San Francisco, was formally dedicated October 27. Ceremonies were held in the project's handsome glass-enclosed galleria and shopping mall.

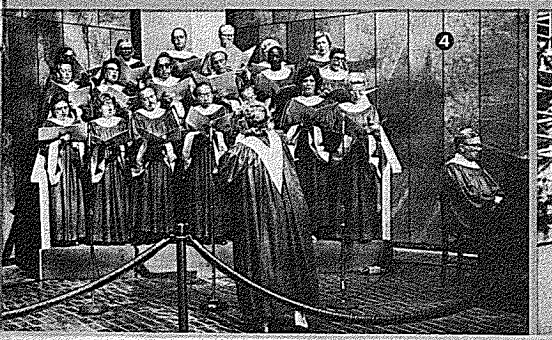
Keynote speaker was San Francisco Mayor George Moscone, who praised the project as an outstanding addition to the city's growing lower Market Street area.

Thomas Mellon, the city's chief administrative officer (since retired), served as master of ceremonies, introducing SP Chairman B. F. Biaggini; Coy Eklund, president, and Robert M. Hendrickson, executive vice president, The Equitable Life Assurance Society; O. G. Linde, president, SP Land Company; and other business and civic leaders. Music by the SP Glee Club rounded out the program.

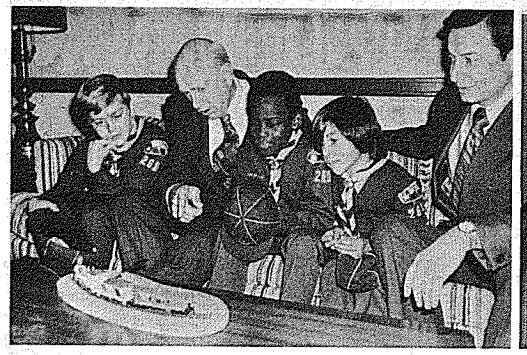
Ground for One Market Plaza was broken in May, 1973. The project — a joint venture of SP Land Company and The Equitable Life Assurance Society — includes two towers of 43 and 28 stories.



1. Mayor George Moscone addresses crowd. 2. SP Chairman B. F. Biaggini, left, chats with Coy Eklund, right, president, and Robert M. Hendrickson, exec. vice pres., The Equitable Life Assurance Society. 3. Complex includes block-long, six-story-high galleria. 4. SP Glee Club provided music. 5. SP Land Co. President O. G. Linde takes turn at podium.









Record Gifts at Several Points:

We Gave Generously to '76 United Way Drives

SP people (including those from our affiliates) have once again given generously to United Way and similar community campaigns at some 40 points around the system. In many cases, they topped last year's records by considerable amounts.

San Francisco Bay Area employes set an all-time record with a United Way gift of $253,071 — up 13 per cent from 1975. The number of employes participating also increased, and the per capita gift rose to $38.90 from $33.78 the previous year.

At a joint kick-off rally for SP and Del Monte Corp. employes at One Market Plaza recently, Del Monte Board Chairman Alfred W. Eames, Jr. challenged SP to a race to see which company would achieve its United Way dollar goal first. SP Transportation Company President D. K. McNear counter-challenged, saying: "SP will have the largest percentage of employes contributing."

Del Monte (with 1,400 employes) reached its goal of $80,000 first, but SP employes came through with 92 per cent participation, as against 79 per cent for Del Monte.

Seven SP headquarters departments achieved 100 per cent participation this year, and the Western Division — with Trainmaster M. H. Howard serving as campaign chairman — donated $23,948 to the campaign, exceeding its 1975 gift by more than $4,000.

Those who provided the leadership for the Bay Area drive were honored at a victory breakfast on December 9. Vice President L. E. Hoyt was the principal speaker, and Vice President - Public Relations J. G. Shea was the master of ceremonies.

Heading the General Office campaign was S. G. Lautsch, asst. group manager, Accounting. He was assisted by Joe Carlomagno, publicity director; W. L. Luque, campaign administrator; Mrs. M. A. Hopstock, treasurer; and P. W. Ritter, auditor.

At the breakfast, Carlomagno received a special United Way "Gold Award" for his outstanding contribution to the campaign.

Houston area employes gave $76,308 to the United Fund of Houston and Harris County this year — a dramatic increase (more than 50 per cent) over 1975. There was also a substantial increase in the percentage of employes contributing.

Serving as co-chairmen of the United Way drive were D. R. Kirk, asst. vice president at Houston, and J. A. Alford, general chairman, United Transportation Union (C&T).

At Los Angeles, employes of SP and its affiliated companies gave a total of $76,088 to AID (Associated in-Group Donors). This achievement, too, was the result of a joint union-management effort.

While final results are not yet available at many locations, here are preliminary figures for a few other points:

Portland: $8,193, up $1,125 from 1975, with an average gift of $38.83.

Eugene: $10,119. Employes at PMT's Coos Bay Terminal participated 100 per cent in the campaign.

Sacramento - Roseville: $39,468, an increase of more than 60 per cent over 1975.

Tucson: $11,514, with 268 SP people participating.

Phoenix: $3,064, with 95 of our people contributing.

El Paso: $9,781, up more than $1800 from 1975, with about 1200 SP people participating.

ABOVE LEFT: Members of Cub Scout Troop 261 stopped by our Houston General Office recently to thank SP employes for their generous gift of $76,308 to the 1976-77 Houston United Fund campaign. Shown with the youngsters are the co-chairmen of the SP drive: D. R. Kirk, asst. vice president, left, and J. A. Alford, general chairman, UTU-C&T, Houston.

ABOVE RIGHT: At the United Way victory breakfast in San Francisco, Joe Carlomagno of the Engineering Dept., center, received a United Way "Gold Award" for his outstanding contribution as publicity director of the General Office campaign. Shown with him is Vice Pres. L. E. Hoyt, left, principal speaker at the breakfast, and S. G. Lautsch, General Office campaign manager.

Carman's Son Wins $1,000 Scholarship

Michael B. (Bret) Allen, 17, son of Southern Pacific Carman and Mrs. Jessie F. Allen of Klamath Falls, Ore., was honored recently as the recipient of a special $1,000 scholarship.

Vice President and General Manager R. L. King presented the award to Bret, a senior at Klamath Union High School, in ceremonies at SP's Klamath Falls station on December 1.

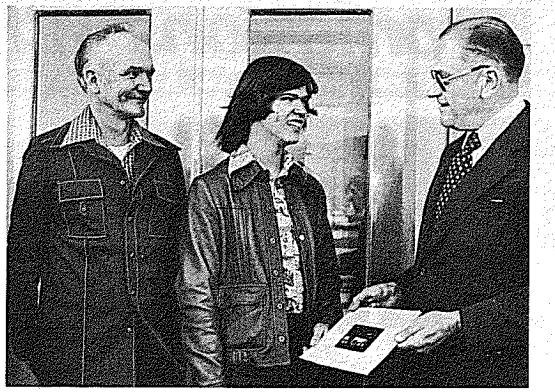
The special scholarship came about when Southern Pacific received the first annual Dow Rail Safety Achievement Award for its "superior performance in handling Dow Chemical U.S.A. products in 1975." The award included a $1,000 scholarship to be presented by the railroad to the son or daughter of an employe.

Bret, who has achieved a 3.2 grade average in high school, has shown a keen interest in further education, according to school officials. They stated that "he is a very conscientious student who gets along well with his classmates, has good leadership abilities and wants a higher education."

In addition to his efforts at school, Bret has been helping his father and brothers, Don and Randy, care for his mother, Mrs. Lorene Allen, who has been seriously ill for several years. He plans to use the scholarship to attend Oregon Institute of Technology, while continuing to help at home.

In presenting the award, King pointed out that Bret's father has demonstrated ability far above average in performing his duties as a carman. As a result, he is presently being schooled for a supervisory position with SP.

Allen, who joined the Company at Klamath Falls in 1948, has received two special commendations in the course of his work — one for detecting a broken wheel and a second for detecting a break in the side of a freight car wheel assembly, neither of which was readily visible by routine inspection.



Vice President and General Manager R. L. King, right, presents $1,000 scholarship award to Michael B. (Bret) Allen, 17, while Bret's father, Klamath Falls Carman Jessie F. Allen, looks on.

Retirement Tax Increase

Beginning January 1, 1977, the maximum amount of railroad earnings subject to regular railroad retirement taxes will increase from $1,275 to $1,375 per month. The increase results from a raise in the social security tax base. The amount of annual earnings subject to social security taxes was increased from a maximum of $15,300 to $16,500 in 1977. By law, the railroad retirement monthly maximum is one-twelfth of the social security annual maximum.

The 1977 tax rates for railroad employes, 5.85 percent, and railroad employers, 15.35 percent, are unchanged. Therefore, compared with 1976, additional taxes will be paid by railroad employers and employes only in months when an employe earns in excess of $1,275. The maximum retirement tax increase will be $5.85 per month for an employe and $15.35 for his employer, bringing the maximum monthly regular retirement tax to $80.44 for employes and $211.06 for employers. The employes paying the higher taxes will, of course, receive higher earnings credits toward future retirement and survivor benefits.

Joe Casoly Dies

SP people were saddened by the death on December 4 of Joseph A. Casoly, 76, who retired as a clerk in the Executive Dept. at San Francisco in 1964 after 40 years of SP service. Joe was widely known for his talks on the history of San Francisco, Pacific Coast shipping, early-day railroading, California, and the Missions — all illustrated with pictures from his extensive collection.

Promotions and Changes


A. W. KILBORN


R. O. COLTRIN


J. J. TIERNEY


G. V. HOUSMAN, JR.


G. D. PERA

Kilborn Steps Down

Alden W. Kilborn, asst. to vice president-operations at Portland, Ore., has retired after 40 years of Southern Pacific service. His father and grandfather also had long SP careers.

Kilborn, who attended the University of Oregon, joined the Company at Portland as a student fireman in 1936. He advanced through various Operating Dept. positions to become superintendent of the former Shasta Division in 1955, a position held by his father, George H. Kilborn from 1942 until his retirement in 1948.

He became superintendent of the Tucson Division in 1958 and superintendent at Portland a year later. He was named to his present position in 1973.

Kilborn's grandfather, Alden David, served SP and its predecessor, the Central Pacific, for many years as a locomotive engineer and later as a master mechanic.

Coltrin Retires; Tierney Moves Up

Ralph O. Coltrin, superintendent of the Tucson Division since 1966, has retired after 35 years of SP service.

Succeeding him is John J. Tierney, asst. superintendent at El Paso since 1974.

Succeeding Tierney in the operating post at El Paso is Peter M. McNamee, asst. traffic manager, New York since 1974.

J. M. Przyborowski has been named asst. regional sales manager at New York, succeeding McNamee.

R. F. Dunker, asst. general freight agent, St. Louis, moves up to become asst. manager-pricing at Phoenix, succeeding Przyborowski.

Also promoted was J. W. Welsh, from senior asst. terminal superintendent to terminal superintendent at El Paso.

A native of Montana, Coltrin attended Montana State University and the University of Arizona. He joined SP at San Francisco in 1941, moving up through various Operating Dept. positions to become superintendent of the Tucson Division in 1966.

Tierney began his railroad career in 1944 in New York with the Lehigh Valley Railroad, from which his father retired. He joined the SP at Los Angeles in 1953, serving as a trainmaster at Tucumcari, N.M., and San Jose, Calif., before being transferred to El Paso as terminal superintendent in 1968.

McNamee, who has a B.B.A. degree in marketing from the University of Oklahoma and an M.B.A. from the University of Tennesee, entered SP's Management Development Program in 1972.

Housman's Career Ends; Pera is Commute Mgr.

George V. Housman, Jr., manager of commute traffic at San Francisco since 1971, has retired after a 40-year SP career.

Succeeding him is Gerald D. Pera, asst. manager of commute traffic since mid-1976.

Housman, a native of Burlingame, Calif., attended San Mateo College before joining SP's Passenger Traffic Dept. in 1937. He served as chief statistician and special representative, before being named to his present post five years ago.

Pera joined SP at San Francisco in 1955. He held various positions in the Intermodal Dept., including supervisor, intermodal equipment, and asst. manager, intermodal sales, before being named asst. manager of commute traffic. He is the former mayor of the City of Half Moon Bay.

Cowan Succeeds Hall

W. King Hall, manager of labor relations at Houston, retired recently after a long railroad career, about 20 years of it with SP.

Succeeding him is William L. Cowan, first asst. manager of labor relations for our lines east of El Paso since 1975.

Hall, who joined the Labor Relations Dept. at Houston in 1957, is a graduate of the University of Southern California. He also attended Southern Methodist University Law School and was admitted to the Texas Bar in 1949. He was named first asst. manager of personnel in 1965 and manager of labor relations in 1975.


W. K. HALL


W. L. COWAN

Cowan, who joined the Cotton Belt in 1940, served as first asst. manager of personnel at Tyler, before being named first asst. manager of labor relations at Houston. He has completed Stanford University's Transportation Management Program.

Completing Long Service

Among those completing long SP careers in recent weeks were:

John F. Griffin, purchasing manager, San Francisco, who had 40 years of SP service. In his last assignment, he was in charge of selling all surplus, scrap and second hand equipment for the Company.

Paul F. Carbon, district manager, SP Development Company, Portland, retiring after a 46-year SP career. For the past 13 years, he has helped to locate a yearly average of 53 carload producing industries in Oregon. They have invested an average of $34.5 million in these plants, which have produced an estimated 1,519 jobs annually.

Edward H. Kahl, manager of food service, San Francisco, completing a 40-year SP career. He has been responsible for negotiating with outside firms for the installation of vending machines, newsstands, fountains and other operations on our property.

Blackburn Ends Career

Joseph E. Blackburn, traffic manager at Detroit, has retired after more than 40 years with SP.

Michael D. Kolodziej, asst. traffic manager there since last August, has been named manager, national automotive products, with headquarters at Detroit—a new position.

Blackburn joined the Company at Los Angeles in 1936, becoming asst. traffic manager at New York in 1963, asst. traffic manager at Detroit in 1967, and traffic manager there in 1969.

Kolodziej, who has a B.S. degree in marketing from the University of Illinois and an M.B.A. from the University of Missouri, joined SP at San Francisco in 1968. He was named asst. to the general traffic manager at Chicago in 1975.


H. H. MARTICIUC

Heroism Award

Hans Helm Marticiuc, 24, a Southern Pacific patrolman, whose headquarters are in Oakland, has been presented with the California Highway Patrol's Meritorious Conduct Award for citizen's assistance to the CHP.

He has also been commended for heroic conduct by W. F. Fitzpatrick, chief of police of Union City, Calif., and nominated for the California Attorney General's Award for Meritorius Conduct.

While on a routine patrol checking box cars on team tracks in the Union City area (near Hayward), Marticiuc saw and heard a light plane crash. He immediately radioed the SP police dispatcher, requesting that police emergency units be summoned to the area.

When he arrived at the site of the crash, a crowd had already gathered and someone told him, "There's a guy on fire in the plane." Marticiuc attempted to put out the flames with his fire extinguisher, but was unable to do so. At the risk of his life, he made three attempts to get the pilot out of the cockpit, finally succeeding on the third try.

At that point, an ambulance arrived and took the pilot to a local hospital, and the Union City Fire Dept. put out the fire. The victim subsequently died, but Marticiuc was not injured.

The young SP officer has a B.A. degree in criminal justice from the State University of Buffalo and is working on his master's degree at Golden Gate University. He has been with the Company for about a year.

Frank Stengele Retires

Frank H. Stengele, manager of industrial engineering at San Francisco, has retired after a 37-year SP career.


F. H. STENGELE

Stengele, who has a B.S. in mechanical engineering, joined the Mechanical Dept. at El Paso in 1939. He was transferred to San Francisco in 1953 and served as engineer of planning, and production and asst. manager of industrial engineering, before being named to his present post. He was responsible for many improvements in the department's methods, tooling and facilities over the years.

He is a registered professional industrial engineer in California and a registered professional mechanical engineer in Texas. His memberships include the American Society of Industrial Engineers and the Locomotive Maintenance Officers Assn.

SP Donates Landmark to City

SP Transportation Company presented a unique Christmas gift to the City of Santa Barbara, Calif., in the form of the famous 100-year-old Moreton Bay Fig Tree, which grows just north of SP's station. Santa Barbara Mayor David T. Shiffman, left, is shown accepting a deed for the one-third acre parcel of land under the tree from Los Angeles Division Supt. Robert G. Thruston. SP donated the land to the city so that the historic tree, which now has a branch spread of 160 feet, can be protected and enjoyed by Santa Barbara residents and visitors in the years to come. The massive tree is native to beautiful Moreton Bay near Brisbane in eastern Australia. It is related to both the commercial fig and the rubber tree, but the species is unique in that it produces neither figs nor rubber.





Dr. J. R. Gandy, left, medical officer at Houston, has retired after a 39-year SP career. Succeeding him is Dr. W. P. Wharton, right. Dr. Gandy served as chief surgeon of the former SP Hospital at Houston from 1944 until 1958, when he was named to his present position.

Military Honors for SP Chef

Ngum Gooey, 76, retired chef aboard the dormitory car formerly attached to the Engineering Dept.'s Detector Car SP-0-1001, died in San Francisco Dec. 9. Ngum, who retired in 1965, joined the Company in 1937. During the Depression he sent money home to his wife, five children, parents and other relatives still residing in China. When war was declared against Japan, he joined our Armed Forces. Upon the defeat of Chiang Kai-shek, Ngum's entire family was executed for resisting the takeover of their property by the Communists. He was buried with full military honors in Golden Gate National Cemetery.

Appointments

LABOR RELATIONS: W. L. Cowan, to manager of labor relations, Houston; J. M. Fitzsimmons, to manager-administration; D. A. Porter, to labor relations officer, both at San Francisco.

MECHANICAL DEPARTMENT: R. H. Sixby, to plant manager, Eugene Locomotive Running Maintenance Plant; G. H. Barker, to plant manager, Sacramento Locomotive Heavy Maintenance Plant; J. P. Antes, to assistant plant manager, Pine Bluff Locomotive Running Maintenance Plant; J. S. Matthias, to assistant plant manager, Sacramento Locomotive Heavy Maintenance Plant; R. R. Fredericksen, to assistant plant manager, Roseville Locomotive Running Maintenance Plant.

OPERATING DEPARTMENT: D. L. Andreason, Jr., to senior assistant terminal superintendent, Houston; Milton Smith, to general yardmaster, San Antonio; C. R. Huntington, to trainmaster, Dallas; E. C. Friend, to assistant terminal superintendent, Oakland; R. E. Shaver, to assistant terminal superintendent, Eugene; K. R. Nichols, to trainmaster, Alice; A. S. Diaz, to assistant trainmaster, Houston; A. C. Davis, to assistant terminal superintendent; R. N. Peterson, to assistant trainmaster, both at Roseville; B. A. Burnbeaugh, to road foreman of engines; F. L. Stovall, to assistant terminal superintendent; V. P. Noller, to manager-timekeeping and crew dispatching services, all at Los Angeles; R. L. Reeves, to assistant trainmaster; R. A. Baker, to assistant road foreman of engines, both at Klamath Falls; M. J. Maben, to assistant road foreman of engines; S. L. Culbertson, to assistant road foreman of engines; D. C. Mitchell, Sr., to assistant trainmaster, all at West Colton; J. E. Nelson, to assistant road foreman of engines, Fresno; K. L. Shurley, to assistant road foreman of engines, San Antonio. Headquarters of E. F. Evans, Jr., assistant terminal superintendent, has been changed from Los Angeles to West Colton; headquarters of assistant superintendent M. D. Ongerth has been changed from Ennis to Dallas.

TRANSPORTATION DEPARTMENT: R. S. Allen and E. G. Bakhenia to supervisors of car service at San Francisco.

TRAFFIC DEPARTMENT: J. W. Shaffer, to district traffic representative, Los Angeles; R. C. Abreu, to assistant district traffic representative, Oakland; W. E. Hafner, to assistant district traffic representative, Minneapolis; W. H. Metzen, to assistant to vice president-sales; G. B. Dean, to assistant district traffic representative; B. C. Nadeau, to assistant to district traffic representative, all at San Francisco; L. G. Park, Jr., to assistant to general traffic manager, Houston; D. B. Francis, to traffic representative, Kansas City; R. M. Piller, to traffic representative, Oakland; M. C. Goss and R. J. Marr, to traffic representatives at Long Beach; J. L. Brady, to assistant district traffic representative, Cleveland; W. O. Bryan, to traffic representative, Portland; G. E. Anderson and G. A. Dalpino, to traffic representatives at Oakland.

PERSONNEL DEPARTMENT: J. D. Willis, to affirmative action officer, San Francisco.

SOUTHERN PACIFIC LAND COMPANY: Real Estate Division: S. A. Suffin, to general manager; R. E. Mesick, to assistant general manager; C. W. Johnson, to assistant to general manager, all at San Francisco. Special Projects: D. J. Hanesworth, to assistant manager, San Francisco.

SP INDUSTRIAL DEVELOPMENT COMPANY: W. M. Jones III, to assistant manager, San Francisco.

SOUTHERN PACIFIC PIPELINES, INC.: Delmar N. Fleming, to senior systems analyst, operations; Donald E. Relfstack, to scheduler, operations (products movement section), both at Los Angeles.

Retirements

DALLAS DIVISION: G. N. Ozee, agent, Fort Worth.

GENERAL OFFICE, SAN FRANCISCO: F. E. Adams, timekeeper; H. Alcalde, clerk; S. S. Bean, head clerk; B. W. Bishop, asst. mgr., Operating and Terminal Systems; I. J. Bockman, lead distribution clerk; G. B. Boden, clerk; L. D. Bush, labor relations officer; A. Cikoch, special accountant; M. W. Cooper, clerk; E. Cuccia, head file clerk; W. Davidson, chief credit clerk; O. F. Duffy, asst. mgr., Payroll Accounting; K. I. Dunlap, mgr., Time Service; N. E. Dwyer, head clerk; E. W. Gelderloos, clerk; J. A. Holmes, asst. chief engineer; G. V. Housman, mgr., Commute Traffic; E. H. Kahl, mgr., Food Services; C. E. Killian and H. M. Kunka, clerks; M. Landesmann, timekeeper; M. C. Larson, asst. engr., Valuation Dept.; K. K. Levgren, draftsman; H. Matthew, clerk & division chairman, BRAC; K. B. Methven, general clerk; P. K. Muzzy, secretary; K. W. Pomeroy, asst. chief clerk; W. H. Pritchard, sr. rate & division clerk; W. K. Roberts, timekeeper; R. J. Sawaia, asst. engr.; G. E. Taylor, timekeeper; T. E. Trujillo, senior clerk; A. Wilson, janitor.

HOUSTON DIVISION AND REPAIR PLANTS: E. Amie, truckman; A. A. Austin, car inspector; E. A. Barnes and R. W. Bazley, foremen; C. Bledsoe, car inspector; A. Broussard, brakeman; S. F. Burks, C. Camacho and T. Chavez, laborers; A. J. Conte, machinist; E. L. Davis, general clerk; J. W. Ellis, supervisor; J. E. Emerson, claims examiner; M. S. Forse, electrician; E. T. Foster, J. F. Foster, L. F. Gardner and T. L. Hall, conductors; W. H. Haltom, locomotive engr.; J. R. Hardin, foreman; E. M. Haney, clerk; P. I. Harlan and L. Haynes, conductors; G. W. Horn, clerk; R. F. Kramer, locomotive engr.; J. L. Lampley, car inspector; J. Lohmann, machinist; B. G. Martinez, laborer; E. Miles, equipment opr.; J. M. Milkovisch, upholsterer; L. Moss, and A. Musgrove, laborers; C. E. Nemec, car inspector; W. D. Nix, carman; F. J. Renteria, clerk; B. S. Rocha, laborer; W. C. Scoggins, foreman; J. B. Seymour, locomotive engr.; F. Smith, sheetmetal worker; J. W. Stevens, clerk; L. A. Tilley, brakeman; T. W. Wall, fireman; A. West, foreman.

LAFAYETTE DIVISION: R. Anthony, porter; C. R. Beadle, machinist; T. B. Gauthier, asst. engr.; E. R. Ferguson and R. L. Hebert, conductors; W. J. Hebert, brakeman; I. Johnson, laborer; E. L. Jones, clerk; B. J. Kimbel, mechanic; F. Louis and S. J. Maineaux, laborers; H. P. Merongo, asst. trainmaster; I. N. Matthews, locomotive engr.; J. M. Nobles, foreman; M. Polite, laborer; M. H. Rice, machine opr.; B. Scranton, car inspector; A. W. Wilson, locomotive engr.; M. K. Woodward, condr.

LOS ANGELES DIVISION AND REPAIR PLANTS: F. F. Albadiello, signalman; G. D. Adamson, locomotive engr.; F. F. Alford, condr.; J. J. Anderson, car inspector; C. W. Arnold, J. J. Babel, S. Barron, W. D. Behan and R. J. Boone, machinists; P. Barta, condr.; G. W. Bice, machine opr.; F. L. Booth, locomotive engr.; B. L. Briggs, electrician; D. M. Brown, computer opr.-clerk; F. A. Cabral, laborer; M. B. Cameron, clerk; J. Carbajal, carman; B. Cohen, claims inspector; O. B. Castles and G. W. Conner, conductors; M. C. Cota, laborer; E. J. Croake, clerk; A. L. Currie, trucker; J. P. Dalzell, signal maintainer; A. D'Antoni and D. B. Davis, carmen; W. G. Daley, locomotive engr.; H. Dennis, signalman; E. Dillard, groundman; A. L. Edwards, machinist; J. G. Elgart, carman; L. L. Edwards and R. H. Enz, locomotive engrs.; K. V. Etmund, chief clerk; R. F. Finley, switchman; W. W. Flanagan, ticket seller; J. L. Fowley, foreman; C. P. Garcia, and J. R. Garcia, laborers; N. C. Giles, clerk; J. A. Gomez, equipment opr.; E. Graves, electrician; H. F. Grant, M. D. Halley, E. D. Hamann and B. D. Harper, switchmen; J. H. Harter, H. M. Haynie and L. H. Hernandez, mechanics; P. C. Hernandez, carman; R. Hillier, clerk; G. C. Howell, locomotive engr.; W. M. Jackson, clerk; R. M. Keith, electrician; I. R. Kirkendall, condr.; F. J. Konzem and A. J. Lee, locomotive engrs.; J. M. Laux, general claims agent; J. L. Lieber, carman; T. C. Llamas, laborer; S. Lopez, machine opr.; L. W. Lucier, traffic rep.; C. Martinez, machinist; C. H. McBeth, head clerk; A. N. McCoid, switchman; D. W. McConnell, electrician; W. D. McCullough, truck opr.; I. L. Melendez, painter helper; J. D. Mike, turntable opr.; M. M. Monroe, foreman; F. G. Moore, carpenter; J. R. Nerio, laborer; W. H. Ohl, messenger; F. B. Pitt, switchman; A. Pisencina, paving equipment supvr.; D. C. Radford, locomotive engr.; F. J. Rios, clerk; D. C. Randall and M. E. Roberts, switchmen; J. Robles, yardman; E. J. Ross, machine opr.; A. F. Rountree, asst. general foreman; V. Sanbaro, car inspector; M. Sawka, head clerk; W. C. Simons, locomotive engr.; E. G. Sinclair, head clerk; M. A. Smith, electrician; G. Smith, J. M. Smith, W. M. Springgate and B. J. Straubinger, machinists; R. J. Sullivan, condr.; F. W. Swain, locomotive engr.; C. V. Venn, machinist; J. A. Ware, investigator; T. Waskom, car inspector; C. E. Webb, locomotive engr.; C. W. White and H. K. Williams, conductors; V. E. Whitehead, signal maintainer; L. Wilborn, truck opr.; G. A. Williams, yardmaster; R. J. Wilms, clerk; R. M. Wilson and H. D. Wimberly, locomotive engrs.; I. K. Winstead, clerk; K. Winwood, traffic rep.; J. M. Withers, locomotive engr.; F. A. Witt, sheetmetal worker; K. L. Wolfe, fireman.

OREGON DIVISION: P. F. Barr, track supvr.; C. R. Bell, chief clerk; W. L. Bennett, locomotive engr.; H. A. Bergman, agent-telegrapher; R. E. Biddle and D. Birran, conductors; A. S. Brenneman, clerk; H. E. Bromley, secretary; W. O. Carpenter, roadmaster; R. E. Casey and H. W. Chapman, locomotive engrs.; J. L. Chadsay and D. O. Comyn, clerks; C. A. Collins, switchman; G. B. Dayton, H. A. Dirkswager, F. B. Eck, R. C. Elofson and J. W. Evans, conductors; H. E. Elliott, chief dispatcher; R. C. Finch, clerk; W. E. Foreman, mechanic; V. E. Gann, janitor; W. L. Garriott and J. R. Griffin, conductors; J. J. Grenko, locomotive engr.; F. C. Hacheney and L. J. Hawkes, switchmen; W. F. Hilton, agent-telegrapher; E. Iszler, laborer; H. P. Isensee and C. H. Johnson, conductors; E. J. Klingforth and C. M. Knowlton, locomotive engrs.; G. R. Krutzler, stockman; A. F. Kuschke and A. M. Lovett, foremen; A. E. Mansfield, locomotive engr.; H. Mather, roadmaster; O. L. Moore, asst. chief clerk; S. V. Murray, track supvr.; G. Ott, condr.; N. Padula, foreman; L. F. Pick, yardmaster; E. O. Radtke and A. Ricketts, locomotive engrs.; E. Richmond, truck driver; J. F. Roberts, machinist; L. C. Sauer, condr.; H. F. Schultz, switchman; R. A. Sheed, welder helper; J. W. Shields, foreman; F. L. Sidenbottom, brakeman; P. J. Simon, supplyman; H. J. Skelton, condr.; A. R. Sorensen, agent-telegrapher; R. Soto, laborer; J. A. Smith, yardmaster; J. R. Steger, clerk; F. R. Sullivan, locomotive engr.; L. N. Thomson, condr.; D. S. Wade, head clerk; R. W. Watson, switchman; C. G. Wheeler, foreman; F. E. Williams, electrician; V. J. Wilson, carpenter; W. O. Wilson, welder; S. I. Woodson, locomotive engineer.

SACRAMENTO DIVISION AND REPAIR PLANTS: L. J. Albert, clerk; G. A. Allison and C. L. Atkinson, conductors; P. A. Austin, sheetmetal worker; V. Barboza, laborer; T. E. Bedell, machinist; J. W. Black, locomotive engr.; C. M. Blakkolb, crane opr.; C. B. Blank, lumber carrier opr.; J. C. Brown, foreman; L. F. Brown, stockman; M. P. Carlson, locomotive engr.; M. A. Creer, asst. general foreman; J. W. Cronin, machinist; S. Cutilla, carman; L. R. Darling, dispatcher; L. E. Dawes, foreman; E. L. Drake, brakeman; A. W. Drew, clerk-cashier; O. F. Egger, sheetmetal worker; C. Gileo, clerk; M. Gomez, truck driver; R. Grabinake, foreman; R. J. Gustafson, pipefitter; J. Hernandez, carman; A. W. Hickerson, switchman; H. C. Hillabrandt, foreman; D. C. Holley, brakeman; F. C. Houghton and M. L. Howard, locomotive engrs.; R. L. Hull and W. J. Jenkins, machinists; B. J. Ingram, pipefitter; J. R. Johnson, L. C. Jones and L. E. Keele, switchmen; A. W. Kohls, foreman; R. R. Kovacevich, machine opr.; W. J. Kreutzjans, condr.; J. D. Lambdin, locomotive engr.; T. J. Laperna, clerk; L. Lipari, machinist; G. E. Minor, carman; J. F. Morales, laborer; A. S. Morton and P. Osalla, machinists; F. J. Nancino, J. P. Nazaroff and J. E. Pelght, locomotive engrs.; C. W. Petrocchi, mechanic; R. L. Rawson and W. E. Regan, electricians; M. C. Robins and C. E. Schmalz, conductors; D. E. Schmid, locomotive engr.; R. J. Schooling, switchman; M. J. Separovich, pipefitter; A. L. Severtson, water & fuel supvr.; J. M. Shaw, truck opr.; W. P. Shupe, helper; G. W. Smith, signalman; W. J. Snowden, switchman; J. E. Suetta, car inspector; S. Ternullo, helper; W. E. Thomas, foreman; F. S. Thwing, agent-telegrapher; N. G. Thurston and G. G. Varness, switchmen; G. P. Vicari, blacksmith; T. E. Vaught and O. L. Waggoner, locomotive engrs.; J. Wakefield, helper; J. H. Willits, dispatcher; J. H. Wilton and H. M. Woods, electricians; L. P. Wood, clerk; G. J. Zarzana, sheetmetal worker.

SAN ANTONIO DIVISION: L. W. Alexander, laborer; A. J. Anderson and D. J. Arms, foremen; A. B. Boysen, car inspector; R. Canion, brakeman; C. E. Cashion, switchman; W. T. Fanning, yardmaster; M. R. Gowan, foreman; C. F. Harris, car inspector; J. L. Harvey, clerk; B. G. Hays, carman; W. C. Hooker, foreman; P. Jones, condr.; A. L. Latta, foreman; P. P. Montelongo, laborer; P. V. Paralez, laborer; L. C. Scott and J. L. Shurley, locomotive engrs.; F. A. Spraggins, yardmaster; C. Stadler, car inspector; E. Supak, carpenter; Y. D. Sweatman, foreman; J. E. Tyler, condr.; A. J. Waight, foreman; S. J. Wheeler, clerk; A. P. Wierzbicki, carpenter; J. P. Wierzbicki, foreman; C. L. Worthy, condr.

SAN JOAQUIN DIVISION: D. K. Amick, welder; P. Belluomini, J. P. Calderon and C. Carmon, carmen; L. A. Craver, asst. chief clerk; H. Q. Duggan, locomotive engr.; E. J. Dewitt, foreman; J. D. Easterly, investigator; A. Erceg, foreman; J. D. Gardner, car inspector; E. G. Gonzales, foreman; C. B. Haggard, signal maintainer; R. A. Hartzell, asst. head timekeeper; W. F. Hughes, road foreman of engines; H. L. Hunter, condr.; H. E. Irvin, agent-telegrapher; W. J. Kramer, asst. supt.; S. Laidlaw, condr.; C. T. Linton, truck opr.; W. M. McNamara, brakeman; I. Mills and O. E. Neal, clerks; L. G. Sanders, carman; R. Shy, condr.; J. T. Shawver and W. G. Swan, locomotive engrs.; J. Tatum, yardman; H. R. West, machinist.

TUCSON DIVISION: R. G. Alsterberg, mechanic; J. C. Amaya, car inspector; R. D. Ashmore, locomotive engr.; E. E. Ball, timekeeper; A. G. Barraza, carman; J. B. Baker and W. W. Boudreaux, conductors; J. W. Capehart, switchman; R. Carrasche, machine opr.; R. L. Chavira, car inspector; F. Colunga, laborer; R. N.

Editor's Note: Southern Pacific has joined with other employers throughout the nation in renewing its "Statement of Support" for the National Guard and Reserve, assuring employes the freedom to participate in Guard and Reserve programs. The statement appears below:

Statement of Support for the Guard and Reserve

We recognize the National Guard and Reserve as essential to the strength of our nation and the maintenance of world peace. They require and deserve the interest and support of the American business community, as well as every segment of our society.

In the highest American tradition, these Guard and Reserve forces are manned by civilians. Their voluntary service takes them from their homes, their families and their occupations. On weekends, and at other times, they train to prepare themselves to answer their country's call to active service in the United States armed forces.

If these volunteer forces are to continue to serve our nation, a broader public understanding is required of the total force concept of national security—and the essential role of the Guard and Reserve within it.

The Guard and Reserve need the patriotic cooperation of American employers in facilitating the participation of their eligible employees in Guard and Reserve programs, without impediment or penalty.

We therefore join other members of the American business community in agreement that:

1. Our employees' job and career opportunities will not be limited or reduced because of their service in the Guard or Reserve;
2. Our employees will be granted leaves of absence for military training in the Guard or Reserve without sacrifice of vacation time; and
3. This agreement and the resultant company policies will be made known throughout the organization and announced in company publications and through other existing means of communication.

Cook, signal maintainer; **B. Cornett**, station helper; **W. T. Copeland** and **L. B. Cryer**, switchmen; **T. E. Davis**, asst. chief clerk; **H. H. Finley**, locomotive engr.; **J. L. Foster**, switchman; **A. C. Gessler**, condr.; **M. L. Goad**, brakeman; **W. C. Hammell**, clerk; **A. J. Hanna**, switchman; **D. M. Hobbs** and **C. L. Jones**, locomotive engrs.; **C. J. Lahman**, clerk; **C. H. Lovett**, welder; **L. Manriquez**, laborer; **L. R. Mayfield**, machine opr.; **J. A. McInarney**, condr.; **F. V. Minjares**, parkman; **P. Moreno**, laborer; **C. L. Norvelle**, locomotive engr.; **C. E. Owen**, brakeman; **H. J. Phipps**, secretary; **A. C. Renteria**, hostler; **E. A. Richards**, switchman; **M. C. Richardson** and **E. R. Robertson**, locomotive engrs.; **M. H. Rivera** and **F. F. Ruiz**, laborers; **T. R. Schultz**, mechanic; **F. Seeley**, locomotive engr.; **C. E. Scroggins** and **A. B. Smith**, conductors; **B. T. Snelling**, foreman; **R. C. Swinney**, dispatcher; **M. J. Tellez**, laborer; **L. M. Walton** and **K. R. Woodward**, switchmen; **L. L. Webb**, brakeman; **J. H. Wehmeyer**, locomotive engr.; **W. L. Welsh**, fireman; **V. W. Wilson**, condr.; **G. Zavala**, laborer.

WESTERN DIVISION: **A. L. Aleman**, car inspector; **T. H. Allen**, brakeman; **J. H. Amaral**, condr.; **A. L. Baker** and **A. P. Balderrama**, laborers; **H. C. Been**, brakeman; **J. R. Binder**, lewerman; **C. J. Bledsoe**, machinist; **C. T. Brown**, stockman; **R. E. Buechner**, pipefitter; **L. Burckhard**, switchman; **A. E. Campbell**, car inspector; **C. L. Canary** and **J. S. Cannady**, locomotive engrs.; **M. E. Carraher**, clerk; **N. H. Chapman**, carpenter; **W. G. Chino**, clerk; **R. A. Clapes**, chief clerk; **C. M. Coll**, switchman; **H. Coleman**, laborer; **D. N. Corbett**, tinner; **C. W. Coyle** and **R. O. Croker**, foremen; **J. W. Daniel**, laborer; **C. Davis** and **L. A. Galarza**, janitors; **G. G. Fiemate**, clerk; **M. Gaydosh**, condr.; **L. Giannotti**, coach cleaner; **L. Goldberg**, switchman; **G. Gonzalez**, laborer; **J. A. Grelli**, fuel oil attendant; **F. N. Hicks**, foreman; **W. A. Hibbard**, clerk; **R. E. Houston**, fuel oil attendant; **T. Juarez**, switchman; **F. S. Jackson** and **M. F. Keeley**, locomotive engrs.; **J. L. Kendrick**, switchman; **J. Kleve**, mechanic; **R. Lopez**, laborer; **D. Lucchesi**, carman; **E. P. Mankini**, clerk; **R. Marrazzi**, coach cleaner; **V. J. Mason**, electrician; **R. P. Nikel**, switchman; **C. E. Olds**, yardmaster; **E. J. Parmenter** and **C. A. Pierce**, electricians; **J. M. Prager**, clerk; **L. L. Prout**, foreman; **H. G. Pryor**, locomotive engr.; **M. Rectoris**, clerk; **A. V. Rodriguez**, foreman; **J. P. Ricciardi**, carman; **B. E. Romano**, car inspector; **C. A. Rickards**, **J. D. Ross** and **F. D. Sayre**, conductors; **T. M. Saffold**, head steno; **E. C. Seiverson**, **W. M. Sinks** and **L. D. Sloan**, locomotive engrs.; **A. S. Srsen**, boilermaker; **M. A. Standish**, cashier; **D. L. Stanley**, **F. J. Steach** and **G. C. Streit**, conductors; **W. Stelton**, machinist; **R. D. Stevens**, switchman; **N. R. Stone**, mechanic; **J. M. Tamsett**, locomotive engr.; **J. Taub** and **B. M. Thompson**, clerks; **R. E. Taylor** and **C. E. Totten**, conductors; **C. F. Veale**, **J. E. Weaver** and **L. S. Wheeler**, locomotive engrs.; **F. A. Wall**, clerk; **K. Webster**, chef; **A. M. Whitley**, coach cleaner; **C. E. Wieland**, special rep.; **T. C. Wilbert**, dispatcher; **A. H. Williams**, locomotive engr.; **M. B. Williams**, coach cleaner; **P. Williams**, laborer; **A. Wilson**, clerk; **C. M. Wood**, asst. terminal supt.

OTHERS: **C. G. Albright**, mechanical technician, SPPL, Tucson; **K. L. Anderson**, agent, Harbor Belt Line; Wilmington; **J. E. Blackburn**, traffic manager, Detroit; **R. F. Chitwood**, asst. trainmaster, SD&AE; **W. H. Crow**, district traffic rep., Memphis; **J. R. Davis**, district supt., SPPL, Roseville; **W. K. Hall**, mgr., Labor Relations, Houston; **R. J. Lambert**, agent, Station Ticket Office, San Francisco; **P. L. Lotz**, secretary, LAUT; **F. A. Rangel**, car inspector, SD&AE; **J. L. Vinet**, steno, SPTofT&L, Avondale.

NORTHWESTERN PACIFIC: **F. G. Grace**, **K. J. Hammerel**, **F. J. Horrigan** and **S. J. Ontko**, conductors; **O. D. Maxey**, brakeman; **F. O'Rear** and **A. J. Philbert**, locomotive engrs.; **L. Ricatti**, condr.; **R. P. Rogers**, roadmaster.

PMT: **R. S. Cummings**, dispatcher, San Francisco; **A. J. Finley**, foreman, Oakland; **Z. E. Long**, foreman, San Jose; **J. Mansur**, terminal mgr., Los Angeles; **J. T. Wisler**, asst. to district mgr., Los Angeles; **F. L. Young**, dispatcher, Oakland.

ST. LOUIS SOUTHWESTERN RY.: **D. C. Abernathy**, condr.; **A. Barnes**, helper; **W. B. Baines**, truck opr.; **A. Barnes**, laborer; **E. L. Beggs** and **J. T. Blankenship**, conductors; **O. Blaylock**, laborer; **F. R. Box**, locomotive engr.; **T. E. Brower**, cashier; **J. W. Bruce**, carman; **P. G. Bynum**, foreman; **A. M. Cooper**, clerk; **J. Cityock** and **L. R. Darby**, laborers; **J. A. Deem**, signal maintainer; **J. L. Dickens**, chief clerk; **J. F. Dobbins**, brakeman; **E. E. Dorough**, asst. yardmaster; **R. A. Faulk**, condr.; **F. Ferguson**, steno; **A. Franklin**, laborer; **A. L. Gaddy**, carman; **G. W. Hart**, brakeman; **R. F. Howorka**, district traffic rep., **R. H. Hubbard**, general traffic rep.; **A. Johnson**, janitor; **G. Lockhart**, laborer; **R. A. Marshall**, machinist inspector; **G. V. Mase**, chief clerk; **J. A. Mayhan**, machine opr.; **H. R. McElmurry**, fireman; **G. Monk**, truck opr.; **J. A. Pate**, switchman; **J. F. Reed** and **J. T. Russell**, sheetmetal workers; **C. Smith**, porter; **J. B. Smith**, foreman; **J. Sowards**, welder; **M. W. Stahl**, repairman; **W. A. Townsend** and **H. H. Trammell**, yardmasters; **O. G. Ware**, condr.; **I. D. Welker**, **C. O. Webster** and **C. Williams**, locomotive engrs.; **J. T. Wilson**, mechanical foreman.



Traffic Unsnarled

A $5 million underpass below our tracks in the City of Industry has eliminated a grade crossing and removed a major traffic snarl from busy Hacienda Blvd. About 35,000 vehicles a day now use the underpass, without interruption from some 28 to 30 daily SP trains. The project was financed 80% by the state, and 10% each by SP and Los Angeles County. Shown at ribbon-cutting ceremonies are, l-r, L.A. Division Supt. R. G. Thruston, City of Industry Mayor Pro Tem Charles J. Rowland, City Attorney Graham A. Ritchie, SP District Sales Manager C. W. McGann, and City Councilman Samuel J. Parriott.

Time to Retire

Kenneth L. Dunlap, manager of the Time Service Bureau since 1962, retired at San Francisco on Dec. 31. Under his jurisdiction were some 250 watch inspection stations throughout the system. It was also his job to oversee the upkeep and repair of all Company clocks and other timing devices, including impact recorders, personnel time recorders and time stamps.



Deaths...

DALLAS DIVISION: Pensioners: **T. M. Bonner**, laborer; **W. E. Clinton**, TFA; **M. Hennessy**, car insp.; **J. J. Minahan**, switchman; **L. F. Parker**, locomotive engr.; **W. P. Peterman**, machinist; **A. Rivera**, laborer.

GENERAL OFFICE, SAN FRANCISCO: **E. L. O'Connell**, clerk. Pensioners: **M. E. Brown**, clerk; **E. Buckley**, asst. chief clerk; **A. P. Connelly**, clerk; **L. Garcia**, janitor; **N. K. Hopper**, asst. chief of service & reservations; **J. W. Jackman**, chief clerk; **G. M. Jones**, asst. chief clerk; **R. J. Kane**, gen. clerk; **B. R. Larkin**, asst. chief clerk; **M. B. McCarren**, telephone opr.; **U. E. Nordeen**, gen. auditor; **J. Pine**, asst. chief clerk; **B. A. Richards**, chief clerk; **A. W. Wanderer**, instructor; **A. L. Wilson**, asst. auditor.

HOUSTON DIVISION AND REPAIR PLANTS: Pensioners: **T. A. Breed**, asst. controller; **J. T. Burrows**, yardman; **E. J. Bushek**, inspector of transportation; **S. Calma**, sheetmetal worker; **O. Clark**, helper; **A. Colla**, laborer; **E. Combs**, clerk; **W. Dorman**, foreman; **F. Gilman**, clerk; **J. A. Guidry** and **J. V. Guidry**, locomotive engrs.; **J. A. Hollingsworth**, condr.; **F. J. Kaliszewski**, carman; **E. H. C. Klussman**, clerk; **A. R. Krause**, helper; **G. F. Kuehs**, towerman; **I. Lee**, laborer; **L. K. Lilieux**, carman; **O. R. McGuiln**, cook; **O. W. Pfaff**, repairman; **T. J. Rice**, asst. yardmaster; **L. F. Roberts**, steno; **L. Silverstein**, carman; **A. Sisneros**, laborer; **H. H. Sturm**, electrician; **V. J. Vital**, laborer; **G. Wilson**, carpenter; **H. R. Wyatt**, foreman; **C. L. Zachery**, welder.

LAFAYETTE DIVISION: Pensioners: **L. Arline**, laborer; **C. F. Barrett** and **L. E. Connolly**, foremen; **S. J. Domec**, locomotive engr.; **B. F. Foster**, machinist; **L. Francis**, porter; **J. J. Frass**, clerk; **J. D. Hayes**, terminal agent; **E. Jenkins**, laborer; **S. Leathem**, asst. car foreman; **F. L. Martin**, asst. chief clerk; **F. J. Polier**, track supvr.; **A. A. Sperier**, locomotive engr.; **C. A. Taylor**, porter.

LOS ANGELES DIVISION AND REPAIR PLANTS: **H. F. Brundage**, clerk; **G. E. Lane**, signalman; **V. K. Lastra**, fireman; **P. R. Madrid**, carman; **L. B. McGraw**, locomotive engr.; **A. I. Rodriguez**, boilermaker; **J. A. Sertich**, brakeman; **T. White**, condr.; **K. R. Wilson**, helper. Pensioners: **O. C. Allen**, motorman; **R. Applegate**, locomotive engr.; **F. S. Banta**, carpenter; **A. A. Boss**, motor truck opr.; **H. E. Briegleb**, chief clerk; **A. J. Burtsuklis**, carman; **J. T. Chavira**, laborer; **W. V. Christie**, locomotive engr.; **H. A. Collins**, coach cleaner; **E. D. Corrick**, news agent; **W. W. Dockins**, brakeman; **E. F. Ellers**, sheetmetal worker; **W. C. Erickson**, carman; **B. W. Evans**, signalman; **M. F. Foster**, foreman; **J. J. Fraga**, machinist; **E. J. Gagner**, mechanic; **G. E. Gonzalez**, stevedore; **H. J. Gray**, electrician; **J. A. Haddock**, car insp.; **R. H. Harkens**, condr.; **W. S. Harrill**, brakeman; **J. N. Hernandez**, sheetmetal worker; **M. H. Hess**, clerk; **C. R. Hovious**, car inspector; **R. M. Hughes**, trainman; **R. A. Inman**, steward; **L. A. Johnson**, cook; **C. T. Jolly**, coach cleaner; **L. King**, asst. foreman; **P. R. King**, clerk; **E. H. Kirk**, brakeman; **M. J. Klarenbeck** and **F. Liuzzi**, helpers; **W. T. Lyell**, yardmaster; **G. K. McDowell**, signal maintainer; **M. R. McKemy**, carman; **C. R. Monroe**, yardmaster; **C. Moody**, car repairer; **V. Moreno**, laborer; **D. E. Peterson**, guard; **J. C. Phelps**, chief clerk; **A. F. Pol**, hostler; **H. R. Prinz**, steno; **F. W. Reardon**, special claims adjuster; **J. L. Russell**, fireman; **W. R. Russum**, crane opr.; **P. V. Sanchez**, carman; **H. M. Sayles**, machinist; **R. L. Scheffers**, clerk; **A. M. Scholz**, medical director; **F. O. Shook**, laborer; **A. R. Sims**, condr.; **N. Smith**, helper; **J. Steele**, chef; **C. C. Stigers**, millman; **G. W. Thatcher**, foreman; **C. J. Thomas**, asst. trainmaster; **W. C. Wetley**, condr.; **M. Wiley**, janitor; **H. C. Wishard**, yardman;

OREGON DIVISION: **J. J. Spurlin**, switchman. Pensioners: **H. T. Arbogast**, switchman; **R. G. Beal**, baggageman; **D. Bridge**, foreman; **C. D. Brady** and **O. D. Collum**, locomotive engr.; **H. Copeling**, clerk; **E. R. Faust**, switchman; **A. Flores**, laborer; **B. Fruland**, condr.; **C. L. Johnson**, yardmaster; **R. S. Hall**, **C. L. Kaler** and **B. R. Kenyon**, locomotive engineers; **A. Leporini** and **G. C. Lundin**, brakemen; **L. G. Lybarger**, machinist; **F. McCants**, agent-telegrapher; **A. C. McCracken**, condr.; **C. M. Moe**, car inspector; **D. Murdock**, carpenter; **J. Newman**, laborer; **D. E. Olson**, trainmaster; **E. C. Ordway**, *FTM*; **E. D. Ritchie**, wire chief; **C. H. Rosenbalm**, pumper; **G. E. Seal**, chief clerk; **P. E. Sexton**, condr.; **F. Skarin**, laborer; **L. F. Sumpter**, track supvr.; **F. V. Swierski**, gen. yardmaster; **R. L. Thomas**, locomotive engr.; **J. Thurman**, clerk; **R. C. Walker**, signalman; **L. L. Wilcox**, machinist; **C. L. Williams**, car oiler; **M. L. Willis**, telegrapher; **C. W. Wilson**, locomotive engr.

51-Year Career

A Southern Pacific career that spanned more than 51 years came to a close recently with the retirement of Albert C. Partlow, head rate clerk in the Zone Accounting Office at Houston.



Visitor from Washington

Touring our facilities in Houston recently was Kay Bailey, vice chairman, National Transportation Safety Board, Washington, D.C. Asst. Vice President D. R. Kirk, left, points out features of SP's big Englewood Gravity Yard, which handles between 5,000 and 6,000 cars a day. Looking on is L. A. Patterson, supt., Houston Division.



SACRAMENTO DIVISION AND REPAIR PLANTS: **C. Galligan**, condr.; **T. B. Lew**, machinist; **R. M. Marin**, laborer; **W. H. Thexton**, chief dispatcher. Pensioners: **M. Acosta**, laborer; **S. Bakula**, helper; **W. Berry**, signal maintainer; **S. Buljan**, carman; **M. L. Bratton**, clerk; **G. W. Clark** and **S. G. Coberly**, conductors; **J. M. Cooper**, safety supvr.; **L. B. Corrigan**, truck opr.; **E. L. Crowder**, locomotive engr.; **A. P. Cuccia**, piper; **G. C. DeAngelo**, welder; **E. H. Duncan**, machinist; **J. Dutra**, brickman; **A. L. Farr**, helper; **L. Flint**, locomotive engr.; **O. Gabrielli**, fireman; **M. G. Garcia**, machinist; **O. F. Golke**, blacksmith; **P. Gomez**, car inspector; **S. Gonzalez**, laborer; **W. J. Gleason**, carman; **W. J. Hull**, carpenter; **S. L. Jackson**, condr.; **E. E. Johnson**, locomotive engr.; **G. Kegerer**, welder; **J. A. Krebaum**, special agent; **C. E. Matson**, machinist; **L. G. McEntire**, condr.; **T. Mendez**, trackwalker; **M. A. Mueller**, key punch opr.; **E. H. Parker**, locomotive engr.; **S. Perez** and **F. A. Purin**, helpers; **C. J. Rethorn**, telegrapher; **P. R. Rogato**, electrician; **J. Roth**, helper; **P. H. Tellason**, machinist; **J. Tomlsson**, helper; **W. J. Tuttle**, brakeman; **T. Van Drimmelen**, stockman; **H. L. Walter** and **H. Williams**, locomotive engrs.

SAN ANTONIO DIVISION: Pensioners: **F. C. Alderette**, laborer; **L. D. Crosthwait**, locomotive engr.; **W. Doss**, helper; **H. K. Fischer**, car inspector; **S. Garza**, laborer; **H. Q. Holtan**, carman; **R. L. LaNier**, condr.; **W. L. Ledbetter**, locomotive engr.; **A. M. Longoria**, helper; **R. B. Smith**, signal maintainer; **L. Thompson**, porter; **L. E. Waiger**, foreman.

SAN JOAQUIN DIVISION: **J. S. Hunt**, carman. Pensioners: **A. D. Anderson**, brakeman; **R. M. Barlow**, painter; **H. J. Canfield**, car insp.; **G. B. Cozby**, locomotive engr.; **W. W. Edson**, agent-telegrapher; **A. Fambrini**, helper; **F. T. Fergues**, mechanic; **J. Gonzales**, laborer; **J. C. Henslee**, locomotive engr.; **B. Hobbs**, switch tender; **M. A. Johnson**, laborer; **J. R. Livergood**, foreman; **D. C. Miller**, signal supvr.; **R. A. Parker**, asst. agent; **H. L. Thomas**, locomotive engr.; **W. J. Thorne**, machinist.

TUCSON DIVISION: **P. Escudero**, laborer; **R. E. Neumann** and **H. W. Slay**, switchmen; **M. E. Walsner**, brakeman. Pensioners: **H. D. Bennett**, locomotive engr.; **P. Boyd**, condr.; **L. N. Brancfield**, gen. yardmaster; **B. H. Clark** and **J. J. Clifford**, locomotive engrs.; **B. T. Dingwall**, condr.; **P. A. Ferreira**, machinist; **F. Flores**, laborer; **J. T. Gay**, TF&PA; **J. Gomez**, trucker; **D. Jauregui**, laborer; **J. W. Harmon**, **E. B. Keyes** and **W. Kohler**, locomotive engrs.; **J. S. Lachuza**, truck driver; **W. B. Lindsay**, pumper; **A. Marrufo**, electrician; **H. W. Mathews**, locomotive engr.; **R. P. McMillin**, helper; **G. T. Moore**, clerk; **D. L. Obregon**, mechanic; **H. W. Porter**, condr.; **B. Salaiz**, carman; **B. G. Shaffer**, telegrapher-clerk; **L. R. Shaw**, switchman; **C. D. Turner**, locomotive engr.

WESTERN DIVISION: **F. M. Boland**, machine opr.; **F. R. Galamay**, electrician; **T. E. Smith**, asst. gen. yardmaster; **R. H. Houston**, **A. L. Warford** and **F. E. Watrous**, switchmen. Pensioners: **O. J. Armstrong**, brakeman; **S. J. Bacina**, car inspector; **F. J. Barkow**, station supvr.; **W. W. Bartlow**, chief; **C. N. Bauer**, sheetmetal worker; **W. Bradley**, mail dispatcher; **H. G. Burdick**, gen. yardmaster; **R. L. Buttner**, yardman; **J. B. Butts**, condr.; **B. Caruso**, agent; **S. Castillon**, oiler; **B. Chavez**, foreman; **E. E. Clayton**, telegraph opr.; **J. F. Craig**, steward; **J. Dizonia**, chef; **G. J. Dorsa**, stationmaster; **M. J. Doust** and **A. M. Fisk**, locomotive engrs.; **R. J. George**, helper; **F. F. Granman**, electrician; **R. Harvey**, brakeman; **W. Heard**, electrician; **L. W. Holtziner**, carpenter; **F. R. Kendell**, asst. signal supvr.; **F. J. Kenealey**, locomotive engr.; **E. N. Kopac**, car inspector; **N. B. Lindsey**, switchman; **M. H. Lockett**, car inspector; **A. J. Lunn**, machinist; **C. A. Morales** and **A. G. Nava**, laborers; **E. S. Nickell**, car inspector; **A. Nicol**, nurse; **J. Prevost**, cook; **G. W. Rutherford**, asst. chief clerk; **P. M. Schelber**, carman; **W. M. Sinks** and **W. Sprague**, locomotive engrs.; **R. C. Stimers**, painter; **L. F. Tigh**, agent-telegrapher; **S. A. Tornse**, M&B handler; **J. Velasquez**, foreman; **J. M. Ward**, car inspector; **C. Wash**, laborer; **C. J. West**, locomotive engr.; **J. W. Wilson**, mechanic; **M. J. Wolf**, brakeman; **J. W. Woods**, switchman.

OTHERS: **J. R. Taylor**, laborer. Pensioners: **A. V. Brice**, foreman, LAUPT; **C. T. Collett**, GTM-Chicago; **F. E. Hansen**, condr., NWP; **J. C. Hansen**, master machinist, NWP; **A. P. Hilyard**, PMT, Oakland; **R. E. Kroker**, TF&PA, Winston-Salem; **A. L. Luden**, chief clerk, Harbor Belt Line; **P. J. McNamara**, timekeeper, NWP; **J. R. Poze**, M&B helper, LAUPT; **B. Rossiter**, supt., Portland Traction; **T. Siebrecht**, secretary, New York; **F. J. Soubirou**, dispatcher, PMT, Los Angeles; **E. C. Symons**, claims adjuster, Portland Traction.

Southern Pacific Bulletin Jan-Feb, 1977 Vol. 61, No. 6
Editor: Robert G. Ottman. The Southern Pacific Bulletin is published bi-monthly by the Public Relations Department for active and retired employes. Editorial Office: Southern Pacific Building, One Market Plaza, San Francisco 94105.







Enroute to the White House:

Carter Visits SP's Sacramento Plant on Final Day of Campaign

On the final day before his election to the Presidency of the United States, Jimmy Carter spoke to a large audience of SP people at our Sacramento Heavy Maintenance Plant. 1. Standing aboard SP diesel, he receives hard hat from Ann Maxfield, clerk in Automotive & Work Equipment Shop. 2. Facing battery of TV cameras, he addresses crowd from front of podium. 3. He says hello to SP employes on their way to work. Photo credits: 1. Karin Vismara, 2. A. J. Purol, asst. chief draftsman, 3. Sacramento *Union*.

SOUTHERN PACIFIC BULLETIN
P. O. Box 2267, South San Francisco,
California 94080

BULK RATE
U. S. POSTAGE
PAID
San Francisco,
Calif.
Permit No. 41

[redacted]